



**RESEARCH**  
PLANNING & INSTITUTIONAL EFFECTIVENESS

# 2022 Governance Survey Results

## Academic Senate

COLLEGE OF THE SEQUOIAS  
SEQUOIAS COMMUNITY COLLEGE DISTRICT  
HANFORD | TULARE | VISALIA



To: Juan Arzola and Octavio Barajas, Co-Chairs of Academic Senate  
From: Dr. Mehmet “Dali” Ozturk, Dean, Research, Planning and Institutional Effectiveness  
Date: April 29, 2022  
  
Subject: Academic Senate – Governance Survey Results

District-wide feedback is valued and it is integral to our improvement efforts at the College of the Sequoias (COS). This report contains a detailed statistical analysis of the results to the survey *Academic Senate – Governance Survey*. The purpose of this survey is to provide Academic Senate members with an opportunity to reflect on their participatory governance experience at COS.

The results analysis includes answers from all respondents who took the survey in the 19-day period from April 7 to April 25, 2022. A total of 20 responses were received to the survey during this time **(20/33)**.

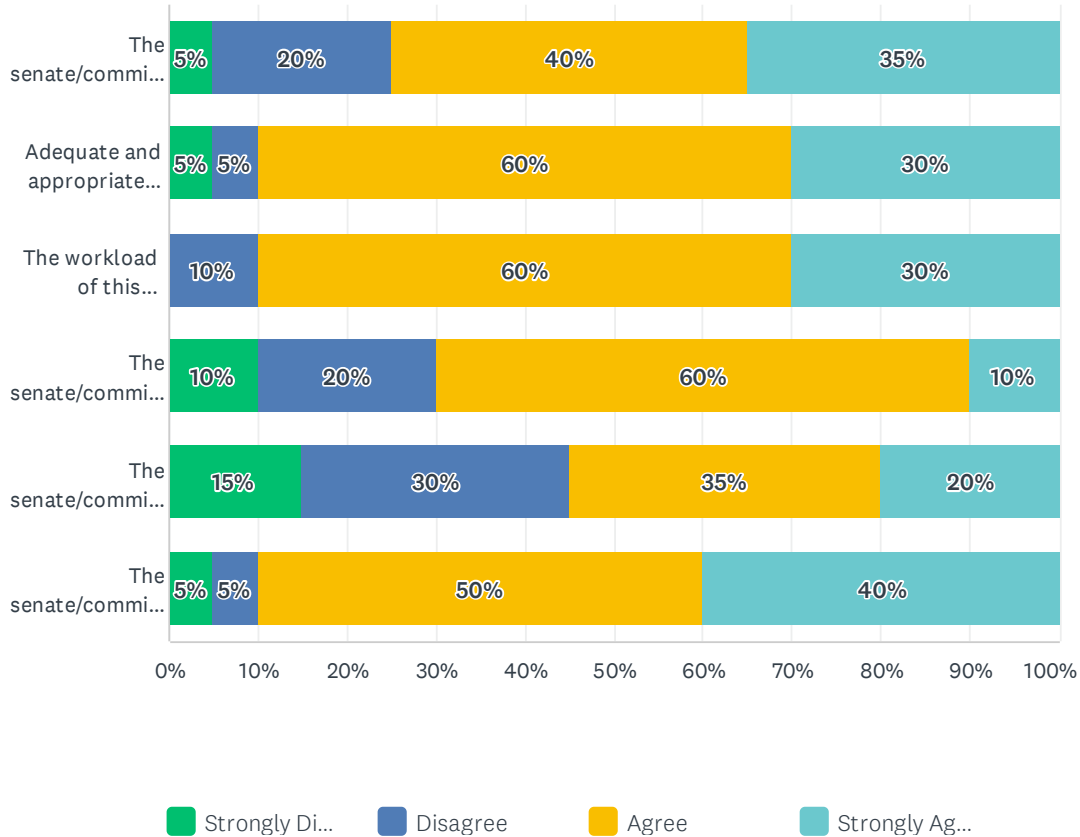
Please be aware that survey results are only reported in the aggregate so that the privacy of the respondent is protected. Disclosure of the personally identifiable information to unauthorized parties violates the Family Education Rights & Privacy Act ([FERPA](#)). This report includes comments/responses to open-ended questions and may include sensitive information. Please use this information only for its intended purpose and handle it in a professional and careful manner as required by the General Ethical Standards ([COS AP 3050](#)).

The Office of Research, Planning and Institutional Effectiveness is happy to provide assistance with interpretations of the survey results, if needed.

For additional survey data and analysis, please submit a Data/Research Request Form:  
<https://www.cos.edu/en-us/Research/Pages/Ad-Hoc-Data-and-Research-Requests.aspx>

Q1 Based on your involvement with the Academic Senate, on a scale of 1 – 4, (1 strongly disagree, 2 disagree, 3 agree, 4 strongly agree) score each of the following:

Answered: 20 Skipped: 0



	STRONGLY DISAGREE	DISAGREE	AGREE	STRONGLY AGREE	TOTAL
The senate/committee/council met its roles and responsibilities.	5% 1	20% 4	40% 8	35% 7	20
Adequate and appropriate resources are available to support my work on this senate/committee/council.	5% 1	5% 1	60% 12	30% 6	20
The workload of this senate/committee/council is appropriate.	0% 0	10% 2	60% 12	30% 6	20
The senate/committee/council was effective in completing its initiatives.	10% 2	20% 4	60% 12	10% 2	20
The senate/committee/council stayed on task.	15% 3	30% 6	35% 7	20% 4	20
The senate/committee/council adhered to Robert's Rules of Order.	5% 1	5% 1	50% 10	40% 8	20

## Q2 How could the Academic Senate improve its effectiveness in regard to meeting its roles and responsibilities?

Answered: 11 Skipped: 9

#	RESPONSES	DATE
1	The Academic Senate may need to consider extending its meeting time by 30 minutes (1 hour and 50 minutes). It is clear that some agendas are robust and the relevant discussions are even more so.	4/25/2022 8:33 AM
2	The President could quit using foul language. Everyone should be encouraged to speak their mind. There is too much groupthink and a number of senators feel intimidated when they have an opposing opinion so they stay silent.	4/22/2022 3:20 PM
3	At the beginning of the year, perhaps hosting a Roberts rules introduction for new members.	4/18/2022 2:04 AM
4	Having in person meetings again with a zoom option for those that can't be in person. In person meetings keep us on task and focused. There are less distractions as well as less side conversations in chat (public and private).	4/16/2022 9:35 AM
5	Senators could benefit from required professional development workshops on topics that are foundational to Academic Senate. Consideration should also be made for creating leadership opportunities for BIPOC faculty to serve.	4/12/2022 10:56 AM
6	Effectiveness should include involving ALL opinions and thoughts, not just the ones that match those of the exec board. They do let everyone talk, but then they just move ahead with whatever their plan was. They do not seriously consider that others may have views worth considering and acting upon. Exec board meetings should be available for anyone to observe. They are currently shrouded in secrecy. Transparency would be good for the exec board to model. The time limits for topics was never voted on. They just showed up. Likely something exec board wanted and just did. They are not a bad thing, BUT they should have been discussed and voted on.	4/7/2022 2:44 PM
7	I think a little more clarity of decisions and a more open process.	4/7/2022 12:27 PM
8	All members need a better understanding of guiding legislation, regulation, and rules of orders. I think AS got sidetracked when comments were given privilege when they shouldn't have been (i.e., starting debate in the wrong places)	4/7/2022 9:35 AM
9	I think a return to in person meetings when possible would greatly improve our effectiveness	4/7/2022 9:09 AM
10	I think it's doing just fine	4/7/2022 8:58 AM
11	Be cooperative, listen to people and be more transparent	4/7/2022 8:17 AM

### Q3 How might the Academic Senate improve its effectiveness in regard to accomplishing its initiatives?

Answered: 10 Skipped: 10

#	RESPONSES	DATE
1	The Academic Senate must ensure that its subcommittees are providing regular updates on the work related to the initiatives that each were tasked with and/or developed internally.	4/25/2022 8:33 AM
2	Better leadership and time management.	4/22/2022 3:20 PM
3	Though I understand the intent behind Committee A and Committee B, sometimes its harder to get consistent attendance at these meetings. Perhaps asking each committee to develop a timeline for accomplishing initiatives would drive more efficiency and make folks feel as though if we accomplish our task, we'd have less of a need to meet.	4/18/2022 2:04 AM
4	It would be beneficial to revisit setting initiatives in the spring semester since they may be established at any point in the year. When reading the mid-year report, emphasis can be made on making new initiatives. This process could help identify business that may have not been formally recognized as an initiative but is work that is being done by the senate. Setting as an initiative could help the task at hand when it is represented with the support of Senate's initiative approval process and can help document work that Academic Senate is doing that is not officially recognized as an initiative per se.	4/12/2022 10:56 AM
5	To be effective it would be helpful to separate cronyism from racism. They are not the same. Cronyism is a bad practice. Racism, in any format, needs to be eliminated. Leadership needs to encourage unity not division. Although it is difficult to listen and understand someone who has a different opinion and very different teaching experience, we need to learn how to really hear each other.	4/7/2022 2:44 PM
6	Set more time to work through the decision making process.	4/7/2022 12:27 PM
7	I'm not sure AS could have. AS took on some important and complex initiatives this year, and has accomplished most of them, if not all, so far.	4/7/2022 9:35 AM
8	I think a return to in person meetings when possible would greatly improve our effectiveness	4/7/2022 9:09 AM
9	I think they are accomplishing their initiatives	4/7/2022 8:58 AM
10	Be polite, listen to everyone, stop fighting	4/7/2022 8:17 AM

## Q4 What resources are needed to assist the Academic Senate in performing its operations?

Answered: 9 Skipped: 11

#	RESPONSES	DATE
1	The Academic Senate would benefit from having a designated Parliamentarian to help ensure that Robert's Rules of Order are followed consistently.	4/25/2022 8:33 AM
2	Diversity, implicit bias, and Anti Racism training.	4/18/2022 2:04 AM
3	More funding resources for the yearly senate awards ceremony.	4/16/2022 9:35 AM
4	Perhaps, technology to make in-person and virtual meeting attendance possible simultaneously as does Hyflex teaching, and to be able to sue it as necessary.	4/12/2022 10:56 AM
5	An independent parliamentarian. NOT a member of exec board, nor a member of Senate. It would be best if this parliamentarian was not part of COS faculty or admin at all, then they are truly independent.	4/7/2022 2:44 PM
6	Longer meetings.	4/7/2022 12:27 PM
7	Considering the ASCCC is encouraging more local liaisons, more total reassigned time would help to ensure we have those liaisons and stay connected to statewide issues.	4/7/2022 9:35 AM
8	I'm not sure. I do think that documents that need approval are often submitted too late (from Admin or DGS) and it's expected that Academic Senate rubber stamp approval. I don't think that's appropriate.	4/7/2022 8:58 AM
9	Counseling about how to work with different groups of people	4/7/2022 8:17 AM

## Q5 What topics should be addressed by the Academic Senate next year?

Answered: 7 Skipped: 13

#	RESPONSES	DATE
1	The Academic Senate needs another standing committee. It is clear that both Standing Committees A and B are saddled with important matters and do not have the time to take on other initiatives that arise throughout the academic year.	4/25/2022 8:33 AM
2	One thing that was brought up a while ago (but never seemed to get addressed) was the fact that we lack a mandatory sexual assault & Harassment training for all faculty members. I don't know if this is a union issue, or within our jurisdiction, and I hope this is not a widespread or prevalent issue, but nonetheless it is an important issue that we address if we need to update a policy.	4/18/2022 2:04 AM
3	Sunshine funds for senate awards ceremony.	4/16/2022 9:35 AM
4	Academic Senate should play a stronger role with representing anti-racism and equity issues.	4/12/2022 10:56 AM
5	1. Commitment to equity and anti-racism. All that language got removed this year, and it prevented deeper engagement. 2. Effective shared governance. Too often issues were disrupted because groups didn't like the result of issues delegated to shared governance groups.	4/7/2022 9:35 AM
6	Equity and diversity in COS hiring procedures, something they're working on right now. Equity and diversity in COS committees across campus. Making sure to support FEC in getting administrative assistance on a permanent basis. Making sure to support the English department in its endeavor to stabilize the Writing Center.	4/7/2022 8:58 AM
7	Election fiasco, appointments should be disallowed, all roles can be voted on	4/7/2022 8:17 AM

## Q6 Are there any additional roles or responsibilities the Academic Senate should be fulfilling?

Answered: 6 Skipped: 14

#	RESPONSES	DATE
1	I believe the Academic Senate needs to lean into culturally responsive curriculum and find ways to leverage its authority and work with other campus groups to improve the outreach to indigenous communities.	4/25/2022 8:33 AM
2	Building a stronger connection with our student senate and engaging with student voice on academic related concerns.	4/18/2022 2:04 AM
3	Academic Senate should assume a greater role in how faculty positions are approved.	4/12/2022 10:56 AM
4	No, AS has a lot of responsibilities and roles already to represent faculty in the governance process.	4/7/2022 9:35 AM
5	No. Their plate is quite full.	4/7/2022 8:58 AM
6	Tutorial	4/7/2022 8:17 AM