

# Planning Process Comment Report May 2011

13. Strengths of College of Marin's planning process

It has been well-designed with considerable input from all constituencies.

13. Strengths of College of Marin's planning process

Provides opportunity to receive input and make decisions on that input.

13. Strengths of College of Marin's planning process

The PRIE department's director and staff members and the individuals involved in the self-study/accreditation. Amazing people making it all come together.

13. Strengths of College of Marin's planning process

Data Driven

13. Strengths of College of Marin's planning process

Involvement of a broad spectrum of college employees and students; thus getting a varied perspective

13. Strengths of College of Marin's planning process

During the college of marin's planning process students, faculty, classified, and administrators are involved in the meetings, which is obviously a strength.

13. Strengths of College of Marin's planning process

A lot of quantitative data is available.

13. Strengths of College of Marin's planning process

We pulled a great deal of work together in a short time period and created a culture of evidence from one that had been data-resistant.

13. Strengths of College of Marin's planning process

No idea

13. Strengths of College of Marin's planning process

Great dialogues in PRAC

13. Strengths of College of Marin's planning process

participation from all constituent staff and students at CoM

13. Strengths of College of Marin's planning process

Hopefully our strength will be the new administration.

13. Strengths of College of Marin's planning process

The process is continuously improved!

13. Strengths of College of Marin's planning process

The people running the planning process are working hard. The communication going into the planning process is happening at all levels.

13. Strengths of College of Marin's planning process

Increases transparency; integrates budget decisions with planning

13. Strengths of College of Marin's planning process

Move in the right direction.

13. Strengths of College of Marin's planning process

The process is evolving as we become more knowledgeable about our needs and implementation.

13. Strengths of College of Marin's planning process

a clear process is laid out, specifying the role of different planning documents and committees

13. Strengths of College of Marin's planning process

That there is a good structure for the planning process.

13. Strengths of College of Marin's planning process

The College of going through a transformation process of developing a effective planning process.

13. Strengths of College of Marin's planning process

Important structure

13. Strengths of College of Marin's planning process

I don't know of any.

# Planning Process Comment Report May 2011

13. Strengths of College of Marin's planning process

It allows input from all factions

13. Strengths of College of Marin's planning process

Uses data and involves participation by a large number of people.

13. Strengths of College of Marin's planning process

allowing for everyone to contribute in some way

13. Strengths of College of Marin's planning process

I cannot comment of the strengths of the planning process only because I am not familiar with the process or know enough to really point out the strenghts.

13. Strengths of College of Marin's planning process

open input is encouraged

13. Strengths of College of Marin's planning process

Involves all aspects of college community. Integrates program review.

13. Strengths of College of Marin's planning process

1. Clearly written, with planning outlined by analysis of supporting data for resource allocation.
2. Program Review for ALL programs within the district for self analysis, evaluation, planning and resource allocation.
3. Allows faculty, staff, and administration to participate in analysis and evaluation.

13. Strengths of College of Marin's planning process

Participatory governance system. Representatives from all constituencies. The college is beginning to use more data to make plans. Access to data is improving.

13. Strengths of College of Marin's planning process

We have been able to review, evaluate and revise the process continually. Some people might think that is a bad thing, but I think it is leading us to a better refinement of our processes.

13. Strengths of College of Marin's planning process

I don't know. I have never been part of the planning.

13. Strengths of College of Marin's planning process

Departmental, specific

13. Strengths of College of Marin's planning process

Fairly well thought out structure, good intentions, usually genuine thoughtful participation by those who are involved.

13. Strengths of College of Marin's planning process

Most people are really putting in the effort to improve the planning process.

13. Strengths of College of Marin's planning process

It's good we have a process and that it is organized and productive..

13. Strengths of College of Marin's planning process

NA

13. Strengths of College of Marin's planning process

Lots of levels

13. Strengths of College of Marin's planning process

Faculty, Staff, Administration, and students are all involved in planning and decision making through our participatory governance system

13. Strengths of College of Marin's planning process

It is written down

14. Challenges of our planning process

Getting the word out to folks about how the process is or is not working.  
Resource allocation based on program review and data.

14. Challenges of our planning process

Tying in the planning process to the allocation model and making sure the institutional needs are met regardless.

# Planning Process Comment Report May 2011

14. Challenges of our planning process

Time/deadlines, money, change-resistant individuals

14. Challenges of our planning process

At times agenda conflict

14. Challenges of our planning process

Linking it to budget decisions

14. Challenges of our planning process

REALLY using the results and the input from these committees for strategic planning

14. Challenges of our planning process

governance committees often don't know what their specific tasks are and by what criterion, decisions are made

14. Challenges of our planning process

Inflexibility in providing enough section numbers for in-demand classes. Too many committees using overly complicated jargon and pretentious wording to mask inefficient and irresponsible use of time.

14. Challenges of our planning process

As we are aware, the process of communicating how it all fits together needs more work.

14. Challenges of our planning process

So much old baggage being carried around by faculty and some staff who have been here for so long.

Meetings seem to go around in circles and don't produce results. Too much talk.

14. Challenges of our planning process

I wish planning process is also focused on program improvement and program quality not just resource allocation.

14. Challenges of our planning process

Creating new standards, policies and procedures to successfully guide through planning in difficult times and to help us sustain our programs in the future.

14. Challenges of our planning process

Bringing everyone together and giving people hope again.

14. Challenges of our planning process

Balance between focusing on resource allocation and on program quality and student learning.

14. Challenges of our planning process

The actual idea of student outcomes has no relevancy to real life classroom learning. It is a bureaucratic concept which is time consuming and does not work.

14. Challenges of our planning process

The reporting back to the community about the discussions of the planning process is getting better and still needs to improve and become institutionalized.

14. Challenges of our planning process

Time consuming. Unclear connection.

14. Challenges of our planning process

We're having a hard time connecting PRAC's role with planning and budgeting.

14. Challenges of our planning process

budget allocation process is not well linked to planning; program review process needs to give more feedback to participants so they can see what happened to their recommendations

14. Challenges of our planning process

It doesn't seem clear how the data are to inform the budget process, particularly for equipment. A rubric was designed for equipment money allocation which seems to mostly reward departments whose representative is good at writing statements that conform to the rubric.

14. Challenges of our planning process

The College needs to be careful of not relying too much on shared governance in the planning process.

14. Challenges of our planning process

Gets bogged down.

# Planning Process Comment Report May 2011

## 14. Challenges of our planning process

Missing the mark on increasing student population

As example less studio space in New FAs

What with the tiny lockers??

An art student can carry a 22 x 30 pad of paper with a tolls box of supplies

## 14. Challenges of our planning process

Student needs and faculty input are ignored not matter how many committees are formed. In the past I have been a member of almost every committee on campus. I have not sat on any committees for the past two years because not only was it a huge waste of time, it was extremely frustrating and depressing.

## 14. Challenges of our planning process

Sometimes decisions are made very slowly due to the fact that everyone needs to weigh in.

## 14. Challenges of our planning process

Is not used for budgeting and hiring.

## 14. Challenges of our planning process

integrating everyone's input into a plan that please a majority

## 14. Challenges of our planning process

I believe that with any planning, challenges will surface due to members' different personality and perspectives. There will be challenges in getting everyone on the same page and meeting consistantly with everyone being extremely busy.

## 14. Challenges of our planning process

The committees are not made up of members that have the necessary expertise/experience to make informative decisions/recommendations. This leads the members of the committee to focus on their own needs and fails to take into account the greater good for the institution as a whole. This in turn leads to frustration by the entire College community at what is generally perceived as a waste of time.

## 14. Challenges of our planning process

Scoring rubrics are too vague and cumbersome to be useful & efficient. Instead, we need to rely more on elected chairs & their respective deans for making recommendations regarding instructional needs, as these are the people with feet on the ground who know what the real needs are in areas of equipment, staffing etc.

In a couple other areas we need a more centralized allocation process. For example, computers, software, & database licenses should only be reviewed via governance processes for initial requests (if at all). Otherwise resource allocation & planning should be done using a central IT budget (for computers & software licenses), & the LRC budget (for databases, periodical subscriptions, etc.). These decisions by IT & LRC might be required to follow established protocols & guidelines recommended via governance, but the actual logisitics should be handled by IT & LRC. (For example - decisions as to how often faculty & staff should be given a computer might be made by governance - e.g., "no one should have a computer more than 6 years old." However actual decisions on how to cascade computers or schedule software licensing is something IT should be able to handle directly.)

## 14. Challenges of our planning process

1. Resource allocation is neither transparent nor part of the shared governance process, particularly as it relates to planning and potential budget shortfalls.

2. All members of the district have been diligent in completely Program Reviews for WASC and more importantly as it relates to resources allocation, but without proper Program Reviews by the Board of Trustees, IT, and top administrators including finance.

3. The COO has failed every year to include PRAC (previously the Budget Committee) in the process of planning allocation based upon actual current data, with actual projections for allocation, reserves, and college operations. Until shared governance is part of the solution, there will always be a problem.

## 14. Challenges of our planning process

Difficult to tie planning to budget due to timing and uncertainty about how much money we will get from property tax revenues each year. Also there are always way too many needs for the funds we have.

## 14. Challenges of our planning process

It is a work in progress, but I think it is gradually getting better. The program review process and committee process has been a bit cumbersome, but now that we will begin cycles of review, it should get easier.

# Planning Process Comment Report May 2011

14. Challenges of our planning process

Some instructors' seemingly attitude toward staff. It makes me feel my ideas are not wanted.

14. Challenges of our planning process

N/a

14. Challenges of our planning process

Because the COM is so reliant on part-time faculty who often teach at multiple schools, it is difficult for the school to get the buy-in it needs to make changes and it's difficult for the administration to effectively communicate what is happening throughout the college with its faculty. I would like to be more involved in the governance and planning process, but I feel that since the college doesn't value the role of part-timers enough to offer full-time employment, they probably don't want or value the contributions that part-timers could make to the governance/planning process.

14. Challenges of our planning process

Limited participation across college community--very few people responsible for nearly all activities. Conclusions/recommendations almost never implemented, or at least implemented inconsistently. If action taken through process, little to no evaluation as to effectiveness of actions. All PGS input focused on detail issues, rather than big picture priorities of college.

14. Challenges of our planning process

It is very difficult, even in a small college like our own to look at so many variables and prioritize.

14. Challenges of our planning process

Communicating the progress to all employees.

14. Challenges of our planning process

NA

14. Challenges of our planning process

Lots of levels take a long time to respond to change

14. Challenges of our planning process

Budget constraints

14. Challenges of our planning process

It is not integrated very well. Decision, like cutting summer session by 50% come from the top without input from chairs

21. Additional Comments about the Planning Process:

Each semester the department chair reviews developments in planning. There has never been a discussion nor have I ever been advised to submit a budget request for items. I have been included in the facilities updating and move to a new building, but aside from participating in the choice of new computers, there have not been discussions regarding other needs for my classes.

21. Additional Comments about the Planning Process:

I think that the entire planning process needs to be streamlined. The committees should go into meetings knowing exactly what is expected of them, and what they should accomplish by the end of the meeting.

21. Additional Comments about the Planning Process:

Best of luck, and I believe Dickens said it best through Tiny Tim "God bless us every one!"

21. Additional Comments about the Planning Process:

The Academic Senate does not currently fairly represent the faculty base at the College of Marin. It seems to me to be self-serving, extremely political and even petty/back-biting. There is a lot of hard work on paper but the effectiveness remains to be seen.

21. Additional Comments about the Planning Process:

The College definitely has improved both its planning processes (with evaluation both along the way and at the end of the semester - i.e., this survey) and related communication (using data) to improve transparency and trust.

21. Additional Comments about the Planning Process:

I was inspired to write a comment about a question on a previous page. Because this survey is arbitrarily broken into pages, and I'm afraid to lose my comments if I use the back key, and I don't remember the question, the comment will go unmade.

# Planning Process Comment Report May 2011

21. Additional Comments about the Planning Process:

I have taught at nine academic institutions over the years including community colleges, universities, and medical schools, and have never been involved with anything even as remotely dysfunctional as the College of Marin the past several years. I am hopeful however that with the change in administration, we can move back to being productive and effective.

21. Additional Comments about the Planning Process:

Improvements have occurred after the new president arrived.

21. Additional Comments about the Planning Process:

Participatory governance is non-existent when input is relegated to suggestion and administration does what it wants. Most of those who plan my area of instruction have no real concept of my subject matter, yet refuse to listen to suggestions or offers of assistance. I would be embarrassed to allow other respected professionals in my subject matter to see the poor planning and curriculum deficiencies that exist now.

21. Additional Comments about the Planning Process:

Planning, planning, and planning, WITH transparency!  
Unless the district wants to encourage faculty, staff and administrators to ignore the planning process, the BOT must acknowledge the process of shared governance as a viable and effective solution.

21. Additional Comments about the Planning Process:

Thank you for taking this initial step towards more inclusion.

21. Additional Comments about the Planning Process:

these questions address areas that most employees are not even aware of.

21. Additional Comments about the Planning Process:

Would probably help to involve Dept. Chairs more in process in some way, since they provide the broadest coverage with insight into day-to-day academic operations. Until/unless percentage of permanent, full-time faculty of college is increased dramatically, it would be wise to increase the responsibilities and release time compensation of chairs in order to get the most effective institutional planning.

21. Additional Comments about the Planning Process:

It needs to be tightened up with consultation from people in areas expertise. I have noticed that PRAC has been asked to make decisions about things that the people on the committee know very little about. When these things come up, people who have more expertise need to be brought in for consultation.

21. Additional Comments about the Planning Process:

I don't know how it affects Community Education.

21. Additional Comments about the Planning Process:

I am a chair