

Classified Senate Survey Responses

1. How long have you been employed as classified staff at Foothill College?

Responses range from 1 week to 35 years.

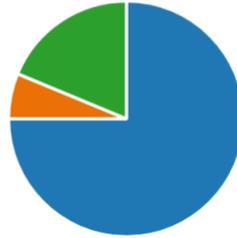
2. In what department do you work? *(Duplicate entries have been removed)*

• Office of Instruction
• Outreach
• EOPS
• Disability Resource Center
• Institutional Research & Planning
• Sunnyvale Center
• Kinesiology & Athletics
• Admissions & Records
• Student & Faculty Support Center
• Financial Aid
• Counseling
• PSME STEM Center
• Educational Resources
• Student Affairs and Activities
• International Student Programs Office
• Chemistry
• Library
• Office of Equity, Family Engagement Institute
• Veterans Resource Center

4. Does your supervisor support your involvement in participatory governance service to the college?

[More Details](#)

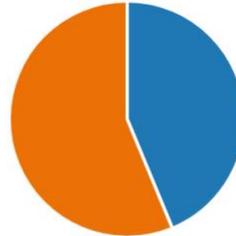
● Yes	24
● No	2
● I don't know: we haven't discu...	6



5. Does your department have adequate backup/support/staffing for you to attend Classified Senate meetings and/or governance council meetings?

[More Details](#)

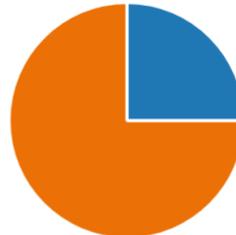
● Yes	14
● No	18



6. All things considered, are you able to serve on Classified Senate or a governance council? That is: do you have the time, energy, and support required for this service?

[More Details](#)

● Yes	8
● No	24



7. Have you served on Classified Senate previously? Or are you currently serving?

[More Details](#)

● Yes	13
● No	19



8. Have you ever served on a governance council at Foothill College?

[More Details](#)

● Yes	15
● No	17



3. If you are not able to serve on Senate or on a council, please use the space below to describe the barriers to your participation?

While I do have time to serve on Senate as a senator (and have accepted a nomination for next year), I would not be able to serve as President or President-Elect - not only due to the time commitment (I was already concerned that serving as a senator might be too much), but also (and possibly primarily) because for my own mental health and personal wellbeing I need to focus on lessening stress in my life. As for Treasurer and Recorder, my reasons are similar (the added responsibility could work against this focus) - plus, I am already Recorder and I'd rather not perform that role for two committees/councils. It's one of my least favorite parts of my job.

I am returning from a sabbatical and need time to catch up on my work.

This year has been especially reflective for me, as I transition into a higher role (program coordinator), that requires more of my attention/time. My supervisor is amazing and encourages participation/involvement but to be honest I feel like it would be a disservice to be on governance when I am already spread thin across the responsibilities I am already supposed to be doing. Representation is a MUST for classified to be on council and Senate and I'm always willing to serve but when I am limited in resources of time, energy, and work I do feel the strain and don't believe I am fulfilling my part as classified rep.

Simply put, my department is too short-staffed as it is. I would much rather encourage the folks who directly report to me to serve, and hopefully, they will. I know they've been participatory on governance and senate in the past, and I have as well. I am currently supposed to be segment Senator for my department in 2021-22, if it happens.

My supervisor means well, but they have encouraged me to stop attending Governance even in my ex-officio role in order to reserve my time for other work. I thought about volunteering for Governance for next year, but felt uncomfortable about it for this reason. However, I do not feel uncomfortable about participating on Classified Senate, and even though we are understaffed in my department, I believe I would have the requisite support.

The amount of workload I have in the summer and fall.

Lack of support through hired job.

Taking care of parent

Our team is extremely underresourced due to employee turnover and multiple staff members out on medical leave. I'm currently working up to 15 hours of overtime per week in order to meet our team's needs.

I am already struggling to keep up with current desk duties. The thought of committing to "more" does not work for me.

I work 7 days a week and have little time or energy for extra activities, and I am relatively new to FHDA and don't feel I have the knowledge or skill set needed for this type of thing.

My supervisor does not support staff participation in governance or committees outside of our department.

Personal. Health issues. May need to go on medical leave.
Being a one-person operation in my department, it is difficult for me to close up for any period of time during a "normal" school day, as I need to be here to provide service, should someone need a job fulfilled.
I do not work on Friday's and am aware that the meetings are scheduled for Friday's
Don't feel that I have the time to be involved, I feel that we have so much work and even more has been added on with the pandemic.
I don't feel I have the time or energy to devote beyond my primary work duties.
I think that I have not worked with the district long enough to be part of Senate. I am still learning aspects of my job and the district, but it may be something I am interested in eventually.
As we discussed, I am only able to participate as a Senator because I want to focus as much time and energy as I can to Guided Pathways work (and possibly governance.) However, once we our initial GP efforts are achieved, I am very interested in a leadership role...mostly likely for year 2022-2023.
Relatively still new to the FHDA district; time
I already serve on the ACE Board and the Police Chief's Council.
I would love to serve
My time and my health.
My work schedule precludes me from participating.
Currently serving as part of bargaining unit leadership team; also engaged in accreditation work; also reduction in staffing
the amount of work is challenging a it is
Small team with a heavy load.

4. If you have served and/or you're serving now, please use the space below to describe the barriers to your participation?

I serve in the Senate and council and both experiences are day/night. In Senate, there's a community, sense of belonging for me to be in the space and speak my truths and thoughts. For council, i don't always have the time to review materials/minutes to know what is going on. As this is my second year on council, I'm definitely learning to balance

but it's a juggling act as a mom, full time employee, and part time student. I'm learning to manage my time for efficiently and say 'no' to projects/committees that I can not fully engage in.

Governance is too much work. The revamp a few years ago was meant to simplify things, and I have only felt more frustrated by the silos it has created. This is reflected in the report the RP Group did to the C&C council earlier today, May 21. I was a facilitator for 2 years and it was so much work. I'm happy to serve on Senate as a Senator, not officer because again, it's too much work.

As ex-officio, my barriers have been 1) not being available at Governance meeting times due to other meetings; 2) having work and deadlines that take precedence over Governance; and 3) having a supervisor who was "voluntold" to take part in Governance in the first year and who I believe still sees Governance participation as more of a burden rather than a worthwhile and important activity. I know they just want to protect me and protect my time, and they have good intentions, but it has made it difficult for me to feel comfortable becoming more involved in Governance.

Currently serving as Senator for Sunnyvale/KCI; Also serving as temporary Secretary. Also accepted position as Senator for 2nd term as Sunnyvale/KCI rep. Also working on Reconocimiento (June 4). Helped with RSLs Symposium May 20. Finalizing my Program Review (2) due May 28; Just finished as Reader for four scholarships.

Exhaustion

It is a voluntary position. Given the time and energy required to keep the STEM Center running, as well as continue improvement, it is just quite difficult to also spent time on additional worthwhile activities such as the Senate.

I am a past-President of the Classified Senate and understand the commitment that is required to fulfill that role. I've also participated in Shared-Governance with the President's Council.

More work has been added on, I would love to participate because I know how important it is to have a voice as a classified employee across campus, but I just feel I am at capacity right now.

I was already pretty time constrained for participating as a senator this year. I was able to make the majority of the meetings but had little to no bandwidth for keeping the Administrative Building informed on Classified Senate business. Of course, the pandemic and constraints of being virtual played a role as well. There are just too many meetings in a day/week!

I served on PaRC, chancellors advisory and Academic senate for a year while I was ASFC President

There were no barriers for me. I did/do feel supported by my supervisor(s).

Ongoing job demands/requirements limits ability to be as fully engaged as one would like.

Small team with a heavy load. Political dynamics.

5. Please take a few minutes to consider what would need to change at Foothill College, in general, or within your department, specifically, for you to be able and to be willing to serve on Classified Senate or a governance council.

(Not counting serving as a senator, which as I've mentioned I am willing to do...) First of all, I need to wait until things have become more balanced for me, in terms of life stress (work and otherwise). Then, I will feel more willing and prepared to take on a role that could introduce a lot of responsibility (and related stress). I am not afraid to be involved in difficult conversations or to disagree with administrators, my colleagues, or others - but, right now, I need to do what's best for me, and honestly keeping things at arm's-length is what's best.

Financial compensation. Educating folks about politics and governance on campus if they aren't too familiar with the nature of it. Most importantly, emphasizing why their involvement matters.

I am not sure.

Compensation is a biggie, as I spend outside of work hours to review and catch up on governance materials. A positive is that my supervisor has been a mentor in regards to supporting my desire to participate in governance and block out times in my schedule to prep/debrief so that I am better prepared.

The age-old ask- release time. The academic Senate has been able to thrive because of release time. I realize it would look different for ACE/Teamsters, but something equivalent would have to be in place to offset the amount of work some positions require.

I accepted the nomination for Classified Senate senator, and I believe I would be able to do it if elected to the position. As for officer positions in Classified Senate, I just don't know enough about what's required, and I don't see how I could do a good job without having first served as a senator. I don't see being able to serve on both Classified Senate and in Governance at the same time unless staffing in my department increases.

Foothill College is understaffed classified workforce, percentage wise, compared to other community colleges. Further, there are signs of burnout in many departments where the district has a high amount of those out on either disability or some type of medical leave. Personally I am grateful to have a job and try to make sure I put in my time. It would be nice to get compensated if I put in extra time. Ultimately, we need better staffing.

Fill vacant positions within the department, stop the high turnover in certain positions.

Support, when you leave to serve then come back to more work in a short amount of time that is not feasible for this toxic work environment.

More resources (e.g. staff to share workload) and an allotted amount of hours per week for governance activities built into my role to ensure I'm compensated for my time.

more accountability from others on the dept.

I just don't feel I'm qualified. I spent 6 weeks in the office before we were all sent to work from home due to Covid.

While I understand that each council is formed with a certain emphasis in mind, but it seems to me that there are a lot of governances and committees, and they are all pulling from the same pool of people.

Additional staff would help. Serving in the Senate should be part of the classified employee's job. I consider myself a professional. I work as many hours as needed to make sure the STEM Center runs efficiently and all issues are resolved. Thus reducing my hours does not mean anything. I still have to do the tasks I need to make sure the STEM Center remains in top shape.
I am close to retirement and probably will not participate in a classified Senate position or shared governance council. I've seen great things from our new leadership and I'm sorry that newer hires are not more willing to step up. It's been a weird year though, and while I'd hate to see the Classified Senate go dormant for any amount of time, I understand that everyone is in a bit of a "funk." And taking on something to add more to their plate may just seem overwhelming at this time. That being said, I directed a series of radio dramas for KFJC these past few months, and while it was a bit overwhelming, the sense of community that it provided brought a much-needed respite from social distancing, though it did also contribute to what I'm guessing may be a deterrent for many, which is "Zoom burnout."
Less work, even though we only work the 8/10 hour days, we have such much work we are always playing catch up. I find the classified meetings useful but often feel I can't attend because I have to focus or catch up on work items. Also, there are too many meetings, often spend the day in meetings so I don't have time to do my regular work and often have to miss the classified senate meetings
I am not sure. As I mentioned, after I have been with the district/in my role for a while, I would consider joining.
Personally, I'm just stretched on governance and GP work at the moment. Other than that, I'm lucky to be in a position and department that supports governance participation.
I am excited about my current department and their support for shared governance
I wish I could do it. Due to my too long working hours , I have no energy to do anything after work
Compensation for participation Increased staffing for more even distribution of existing/ongoing workload Ability to document in an efficient and simple manner the time/energy invested by classified staff for service activities Ensure that logistic/admin duties are not simply assigned (voluntold) to classified staff who are serving on the various study groups/task force/committees Consistent training to onboard and provide ongoing support for classified involved in shared governance (including PD related to college processes, agenda setting, minute taking, website posting, etc.)
certain amount of monthly designated hours given to classified staff for senate / governance council
Larger team. Acknowledging the "politics" at Foothill and actively challenging them.

6. Please use the space below to share anything you feel is relevant that hasn't been prompted by this survey.

I feel like we're experiencing the growing pains of dismantling a system that has not valued voices of all constituents in community college. I'm committed to continuing this work however I can.

Part of the issue is not about the survey itself, but the fact that governance councils and Senate have become almost equal in importance, and I would say that governance has become the dominant force and way that classified staff participates. Also, the age-old issue- the same people are doing the same council/senate work and have been for years. And then those people get burnt out and new blood is not around to fill. Can administrators require participation in senate and councils? No, but it's the one way to make sure committees and senate get filled. The room for these is made and required. Seems impossible and daunting, but it can happen if senate is meant to continue, which I think it should. Another possible tactic would be that Governance needs to be revamped yet again, and integrated better with Senate.

I'm very saddened to hear about the dearth of volunteers, and I would like to know what's different this year from prior years. I'm hoping you get some good answers from this survey! Other things I wonder: Are Classified Staff stretched that much more thinly now than in the past? (In my department, the answer is yes, unfortunately.) Do people think that that Classified Senate doesn't make a difference? (I would disagree strongly with that.) As for serving on Governance, maybe people are just waiting to find out what's going to happen with the task force?

Thank you for your time.

The decision makers do not listen since their actions do not reflect listening, having us serve upon deafness is not wise.

Perhaps more incentives other than PGA?

It is an honor to serve in the Classified Senate. And I would consider serving on governance councils as well. However all these activities take time and energy. And there's just not enough of that left. Regarding PGAs, recommend if one serves in the Senate, automatically receive a certain number of PGA points. Or alternatively be paid a certain amount of O/T.

I have always found that it tends to be the same folks who are more participatory until you can recruit new folks who may have not thought of themselves as participatory "types." My suggestion is just to try recruiting a little harder. Nominate folks and when they see they've been recognized by their peers as someone who could fulfill the job, they may find that they're more interested in participating. Long live the Classified Senate!

Thank you for conducting this survey, and thank you for all your work. I have a suggestion for this upcoming year, not sure if we are able to do this but for OLA our president stepped down and OLA decided to have a tri-chair model so that we could all divide up to work, this just made it much easier for us because the president didn't feel like they had all the responsibility and now it is shared. Maybe this can be done with the staff that still would like to participate, it is sad to hear that we might not have a classified senate this upcoming year, and hopefully something can be done.

I'm taking a break from serving in a classified leadership position as I do feel it's time for new 'blood'. I think newer folks need an incentive. PGA hours is not enough. Our best bet would be monetary if that is even possible.

Mentoring of classified staff Professional development/growth opportunities for classified staff

have served on many hiring committees as ace and eo-rep, and it was very challenging in reg. to getting my regular work done.

With all that happened within our department, we are finally establishing a lot of the positions that were not in place with permanent staff and faculty. I may be able to step out as often especially with the meetings. More information to come. Thanks!