Overview

- Purpose: Provide baseline data about college's familiarity with the MIPC governance structure and process.

- Context: MIPC structure and process is relatively new (beginning spring 2022)

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Evaluation

- Online survey: May 13 to May 23

- Population
  - All employees
  - Students who served on/attended MIPC

- Outreach communication:
  - Employees: Emails (2x); President's 12345 newsletter
  - Students: Direct emails

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Respondents

66

Respondents: Job Classification

Governance Evaluation		Employee Population
12%	Administrator	3%
32%	Classified Staff	21%
36%	FT Faculty	26%
20%	PT Faculty	50%

Source: CCCCO Datamart, Fall 2024 Faculty & Staff Demographics

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Respondents: Gender

Governance Evaluation		Employee Population
58%	Female	**59%**
33%	Male	**40%**
5%	Non-Binary	**1%**

Note: Governance Evaluation totals do not add up to 100% because Decline to State= 5%
Source: CCCCO Datamart, Fall 2024 Faculty & Staff Demographics

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Respondents: Ethnicity

Governance Evaluation		Employee Population
15%	Asian	**22%**
3%	Black	**4%**
15%	Latiné	**18%**
48%	White	**49%**

Note: Asian includes Filipinx and Pacific Islander.
Source: CCCCO Datamart, Fall 2024 Faculty & Staff Demographics

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Respondents: Years at Foothill

15 years or less

72%

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Respondents: MIPC Voting Members

Not surprisingly, majority were not voters but...

Unsure   **15%**

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I read at least some college emails and am decently involved – **not sure why I haven't come across MIPC before**. Perhaps more communication is necessary.

MIPC discussions and decisions are well communicated throughout the college...

Agree

27%

I've never attended a MIPC meeting...however, I do read the agendas and minutes on the MIPC website so I am somewhat familiar with which topics are being discussed there. Based on those documents, as well as on updates I get from various other sources, it **sounds like the group tackles a variety of topics relevant to everyone on campus** (from students to administrators) **and that there is representation from different constituent groups.**

I can identify a decision that was made at MIPC...

Strongly Agree or Agree

37%

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The communication I receive about MIPC is helpful and relevant for my job...

Strongly Agree or Agree **33%**

Unsure **32%**

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To be frank, **MIPC has very little relevance to my daily life**...I am unclear on how it augments other voting bodies on campus.

Top 3 Sources for MIPC Information

President's 12345

Parliament

Other Governance Groups

Note: President's 12345 Newsletter=36%; Parliament Newsletter=26%; Other Governance Group Meetings/Communication=21% | Total will not be 100% because respondents could select more than one option.

I think the conversations that occur in MIPC are **valuable, effective, and respectful** but I think the work done in MIPC needs to be highlighted more.

I am familiar with the organizational structure of MIPC...

Strongly Agree or Agree

52%

I can explain how agenda items are determined at MIPC...

Disagree or Strongly Disagree   **57%**

I think MIPC can **clarify its process** for determining what lands on its agenda and what decision it makes for the college community and what decisions it delegates to other committees...

MIPC Membership and Decision-Making

Strongly Agree/Agree

Unsure

58%

I believe that MIPC welcomes participation by all employees and students, regardless of whether they are voting member or regular attendees

36%

46%

Diverse perspectives are respected in MIPC

54%

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MIPC Membership and Decision-Making

Strongly Agree/Agree

Unsure

67%

Includes representation from
at least one constituency group
that can represent my issues of concern

29%

55%

Welcomes participation by
all employees/students

36%

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I have only been able to attend once but **learned much from that...to be honest, I'm also a little intimidated...**

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MIPC Membership and Decision-Making

Strongly Agree/Agree   Unsure

46%   Discussions focus on   51%
          important and relevant issues

35%   Satisfied with the work and   59%
              discussions in MIPC

44%   MIPC supports effective decision-making   47%
              for the college

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We don't actually spend a lot of time in MIPC making decisions or discussing how to approach difficult problems. **Most of the time is spent on information-sharing... What if instead MIPC was the place where we tackled difficult decision and problems**, truly making use of the one governance space on campus that is meant for all constituency groups and college leadership to work together?

I see that minutes are posted on the MIPC website but **I would like to see a digest of headlines of topics discussed with links to more information**...I don't feel it's well organized in terms of transparency or access. It took me a while to find those minutes.

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IEC Observations and Recommendations

- **Communication:** Elevate awareness of MIPC's role and operations across campus

- **Decision-Making:** Leverage MIPC platform for decision-making and strategic planning

- **Participation:** Foster a sense of belonging among attendees and those interested in becoming involved

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For MIPC Consideration: Guiding Questions

- Process
  - What does MIPC do? What does MIPC exist?

- Procedures
  - How does MIPC do its work?

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