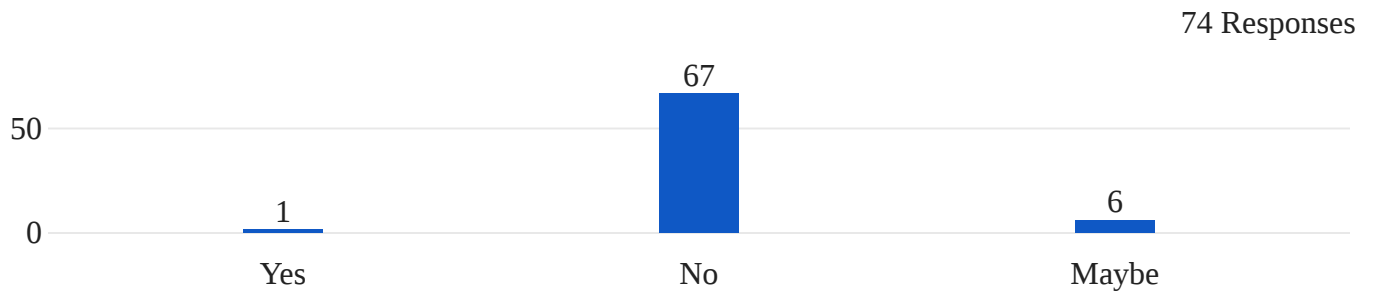


Classified Leadership Choices Survey Summer 2022

The Classified Leadership Choices survey was administered in Summer 2022 to understand why it is sometimes challenging to recruit classified professionals to serve in shared governance tri-chair or senate president positions. In Fall 2021 (closest time for which data is available), 140 full-time and 4 part-time classified professionals worked at Chabot. Seventy-four classified professionals responded to the first question of the survey (representing a little over 50% response rate), and forty-four classified professionals completed the full survey (43 full-time and 1 part-time; representing a 31% response rate). The top two responses--both for why classified professionals are not running for senate president, and also, for why they are not running for shared governance tri-chair positions--were: 1) not having enough time due to too many job duties, and 2) a belief that the CLPCCD district will just make the policies they want regardless of senate recommendation.

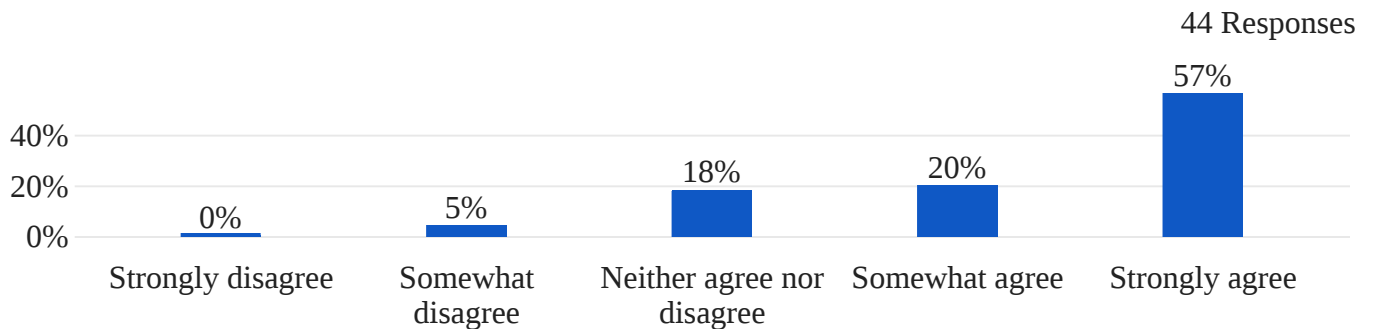
The classified senate will hold an election for the president's position in one year.

Would you consider running for president in the election?

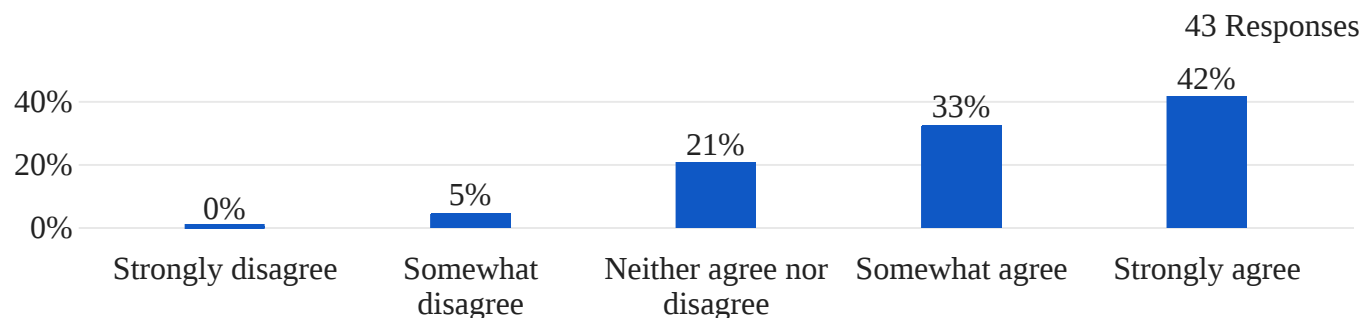


Top Responses for "I will not run for Classified Senate President because..."

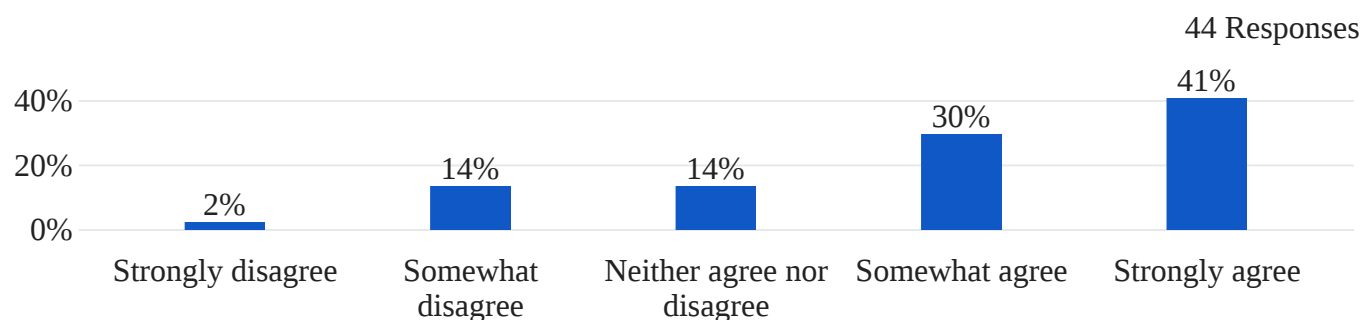
Most Popular Response: I don't have enough time because I have too many job duties.



Second Most Popular Response: I believe the CLPCCD district will just make the policies they want, regardless of senate recommendation.



Third Most Popular Response: I don't have enough time because of my personal responsibilities outside the college.



Average Responses to Reasons why Classified Professionals will not Run for Classified Senate President

Response scale: 1 (strongly disagree) to 5 (strongly agree)

Field	Mean	Standard Deviation	Responses
I don't have enough time because I have too many job duties.	4.30	0.92	44
I believe the CLPCCD district will just make the policies they want, regardless of senate recommendation.	4.12	0.89	43
I don't have enough time because of my personal responsibilities outside the college.	3.93	1.14	44
It may impact my co-workers if I undertake the duties to be classified senate president, as they could be asked to pick up my work.	3.75	1.49	44

It takes time to be an equity-minded classified professional which means that I would also need release time for training/development to be an equity-minded campus leader.	3.74	1.06	43
I believe the senior leadership at Chabot College will just make the policies they want, regardless of senate recommendation.	3.49	1.34	43
I believe I am not qualified. [Please feel free to fill in why in the box below. Do you need training on college governance, policies, leadership, something else?]	3.48	1.30	40
I don't want to volunteer for anything that takes away from the amount of time I have to offer direct/indirect support to students.	3.43	1.21	44
At Chabot, the expectations for leadership roles are too high (e.g., timewise, complexity of role, quality of outputs, etc.).	3.37	1.18	43
I don't believe that my administrator will support me nor give me adequate release time.	2.23	1.22	44
Senate meetings are not efficiently/effectively run. [Please feel free to fill in why in the box below: same voices dominate? Not enough collaboration? Other?]	2.00	1.10	43

Please rate the extent to which you disagree or agree with the following statements.

--I will not consider or am not sure if I would consider running for Classified Senate President in one year because...

44 Responses

Field	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I don't have enough time because I have too many job duties.	0%	5%	18%	20%	57%
I believe the CLPCCD district will just make the policies they want, regardless of senate recommendation.	0%	5%	21%	33%	42%

I don't have enough time because of my personal responsibilities outside the college.	2%	14%	14%	30%	41%
It takes time to be an equity-minded classified professional which means that I would also need release time for training/development to be an equity-minded campus leader.	5%	7%	23%	40%	26%
It may impact my co-workers if I undertake the duties to be classified senate president, as they could be asked to pick up my work.	16%	5%	18%	11%	50%
I believe I am not qualified. [Please feel free to fill in why in the box below. Do you need training on college governance, policies, leadership, something else?]	13%	8%	28%	25%	28%
I believe the senior leadership at Chabot College will just make the policies they want, regardless of senate recommendation.	9%	16%	23%	19%	33%
I don't want to volunteer for anything that takes away from the amount of time I have to offer direct/indirect support to students.	9%	7%	43%	14%	27%
At Chabot, the expectations for leadership roles are too high (e.g., timewise, complexity of role, quality of outputs, etc.).	9%	7%	44%	16%	23%
I don't believe that my administrator will support me nor give me adequate release time.	41%	16%	27%	11%	5%
Senate meetings are not efficiently/effectively run. [Please feel free to fill in why in the box below: same voices dominate? Not enough collaboration? Other?]	49%	12%	33%	5%	2%

Open-Ended Responses - I believe I am not qualified. [Please feel free to fill in why in the box below. Do you need training on college governance, policies, leadership, something else?]

8 Responses

I believe I am not qualified. [Please feel free to fill in why in the box below. Do you need training on college governance, policies, leadership, something else?] - Text

All of the above and would need knowledge of exactly what the president does, expectations, maybe shadowing, and how the support system would help each other through tough times and transitions.

Confidence in myself.

Yes, I am new employee in the college.

I don't know what a lot of the acronyms mean, I don't have the people skills to interact with so many strong personality types in the College and District, and I don't like conflict.

Understand budgets is the main reason. Most committees have some oversight of a budget so they should understand the parameters, all stake holders, administrator who actually manage budget, etc.

Need training on college governance, policies, leadership.

It takes time to grasp college/district processes, understand the history behind college decision-making, and form connections with colleagues at all levels.

I don't feel knowledgeable enough in some of the policies or budgets college and district-wide.

Ideas for Making Senate and Shared Governance Meetings More Efficient/Effective

3 Responses

Senate meetings are not efficiently/effectively run. [Please feel free to fill in why in the box below: same voices dominate? Not enough collaboration? Other?] - Text

at lunch time

Senate meetings ARE efficiently run. When I first stated senate, meetings would routinely run 30 minutes over time and still not get everything completed. In the past several years, meetings usually complete everything on the agenda. I am impressed by how efficiently/effectively they are run now.

A lot gets talked about but at the end it is like SEIU. When compared to the faculty senate or their contract- we do not even compare. What does the classified senate do? Classified appreciation week? As classified staff, no one REALLY appreciates us or sees us as essential, they say they do, but they don't.

Open-Ended Responses: I will not run for Classified Senate President because... [fill-in]

17 Responses

Other: I will not run for Classified Senate President because... [fill-in] - Text

It's not a role that I personally am interested in (although I might be interested in other Senate leadership positions)

I don't feel qualified, ready, and that it would be as fulfilling as some of the other programs that I am helping with outside of my current position.

Extremely time consuming, not prepared for the politics of shared governance.

I'm new to the district and would like to participate in other ways first.

of time time constraints and lack of understanding of the various standing committees.

I am new employee in the college.

I do not want to do any extra work. I already have to go above and beyond in my role to just do my job.

as stated above.

I do not want to

not interested

Our department is already understaffed and there is more work than time in the day to do it. Running for Senate President would create even more work that I don't have time to complete.

I am too busy with union activities in the district and outside of the district. I am weary of the hubris of faculty in shared governance on campus. I believe my leadership skills will be best utilized in these other places of leadership.

we are short staffed and I barely have time to volunteer for representation on shared governance committees. i can't imagine taking on the President role and all the time required to make sure things go smoothly for all.

It is just a popularity contest.

my regular workflow is unpredictable

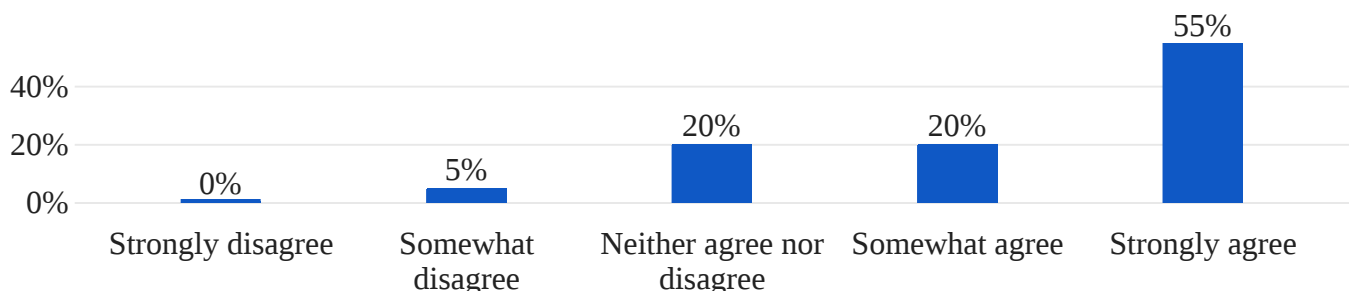
Currently, I don't have the time/energy to do the role justice

Not interested in this position

Top Responses for, "In recent years, I have not run for shared governance classified tri-chair positions because..."

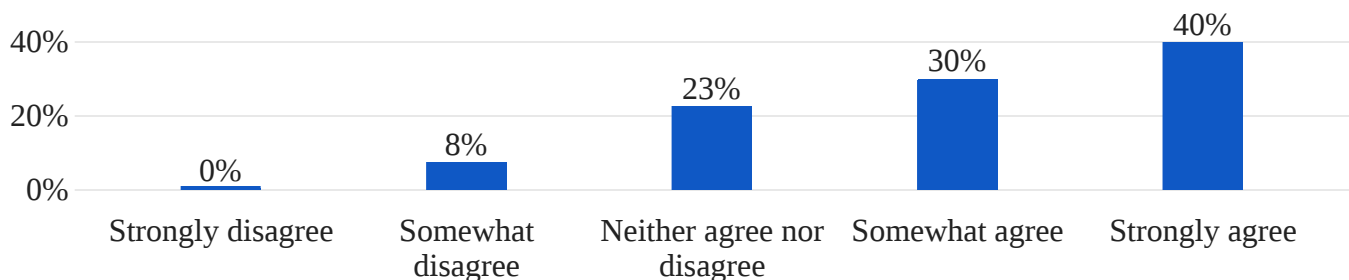
Most Popular Response: I don't have enough time because I have too many job duties.

40 Responses



Second Most Popular Response: I believe the CLPCCD district will just make the policies they want, regardless of shared governance recommendation.

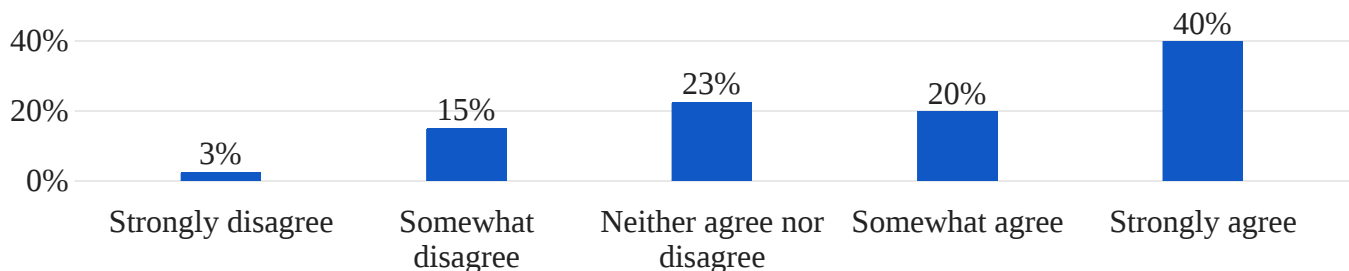
40 Responses



Third/Fourth* Most Popular Response: I don't have enough time because of my personal responsibilities outside the college.

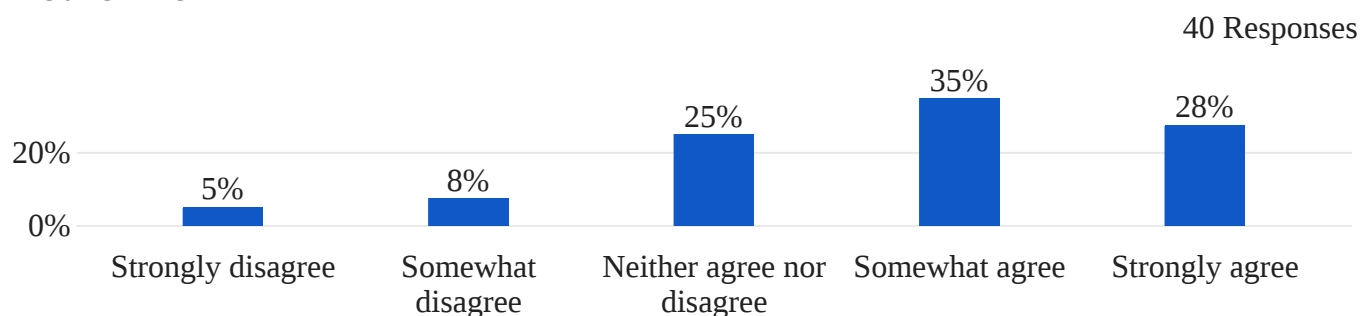
*Differs depending on whether calculated via mean response or the combined percentage of those agreeing and strongly agreeing.

40 Responses



Third/Fourth* Most Popular Response: It takes time to be an equity-minded classified professional which means that I would also need release time for training/development to be an equity-minded campus leader.

*Differs depending on whether calculated via mean response or the combined percentage of those agreeing and strongly agreeing.



Average Responses to Reasons why Classified Professionals have not Run for Classified Shared Governance Tri-Chair Positions

Response scale: 1 (strongly disagree) to 5 (strongly agree)

Field	Mean	Standard Deviation	Responses
I don't have enough time because I have too many job duties.	4.25	0.94	40
I believe the CLPCCD district will just make the policies they want, regardless of shared governance recommendation.	4.03	0.96	40
I don't have enough time because of my personal responsibilities outside the college.	3.80	1.19	40
It takes time to be an equity-minded classified professional which means that I would also need release time for training/development to be an equity-minded campus leader.	3.73	1.10	40
I believe the senior leadership at Chabot College will just make the policies they want, regardless of shared governance recommendation.	3.60	1.14	40
It may impact my co-workers if I undertake the duties to be classified senate president, as they could be asked to pick up my work.	3.59	1.56	39
I don't want to volunteer for anything that takes away from the amount of time I have to offer direct/indirect support to students.	3.58	1.16	40

At Chabot, the expectations for leadership roles are too high (e.g., timewise, complexity of role, quality of outputs, etc.). 3.55 1.00 40

I believe I am not qualified. [Please feel free to fill in why in the box below. Do you need training on college governance, policies, leadership, something else?] 3.21 1.36 39

Shared governance meetings are not efficiently/effectively run. [Please feel free to fill in why in the box below: same voices dominate? Not enough collaboration? Other?] 2.41 1.13 39

I don't believe that my administrator will support me nor give me adequate release time. 2.40 1.16 40

Please rate the extent to which you disagree or agree with the following statements.

--In recent years, I have not run for shared governance classified tri-chair positions because...

42 Responses

Field	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I don't have enough time because I have too many job duties.	0%	5%	20%	20%	55%
I believe the CLPCCD district will just make the policies they want, regardless of shared governance recommendation.	0%	8%	23%	30%	40%
It takes time to be an equity-minded classified professional which means that I would also need release time for training/development to be an equity-minded campus leader.	5%	8%	25%	35%	28%
I don't have enough time because of my personal responsibilities outside the college.	3%	15%	23%	20%	40%
It may impact my co-workers if I undertake the duties to be classified senate president, as they could be asked to pick up my work.	18%	10%	13%	13%	46%

I believe the senior leadership at Chabot College will just make the policies they want, regardless of shared governance recommendation.	3%	15%	33%	20%	30%
I don't want to volunteer for anything that takes away from the amount of time I have to offer direct/indirect support to students.	5%	10%	38%	18%	30%
At Chabot, the expectations for leadership roles are too high (e.g., timewise, complexity of role, quality of outputs, etc.).	3%	8%	45%	23%	23%
I believe I am not qualified. [Please feel free to fill in why in the box below. Do you need training on college governance, policies, leadership, something else?]	18%	8%	33%	18%	23%
I don't believe that my administrator will support me nor give me adequate release time.	30%	20%	35%	10%	5%
Shared governance meetings are not efficiently/effectively run. [Please feel free to fill in why in the box below: same voices dominate? Not enough collaboration? Other?]	31%	13%	46%	5%	5%
NA -- I have been appointed to tri-chair committee positions.	34%	0%	34%	3%	28%

Open-Ended Responses - I believe I am not qualified. [Please feel free to fill in why in the box below. Do you need training on college governance, policies, leadership, something else?]

3 Responses

I believe I am not qualified. [Please feel free to fill in why in the box below. Do you need training on college governance, policies, leadership, something else?] - Text

I am new employee in the college.

I fear that because I am classified I will be responsible for all administrative tasks like taking minutes and setting up agendas instead of these tasks being shared. I have received feedback from people serving in this role that this is the case most of the time.

It takes time to understand the history behind committee decision-making

Open-Ended Responses - Senate and shared governance meetings are not efficiently/effectively run.]

6 Responses

Shared governance meetings are not efficiently/effectively run. [Please feel free to fill in why in the box below: same voices dominate? Not enough collaboration? Other?] - Text

It depends on the committee - seems like there are inconsistencies in how meetings are run. Chairs might need more training/support to lead effectively? Also have seen a drop in participation from all areas of campus, which could be related to COVID (fatigue).

Some committees meet too much with little to no agenda. Should have a review of all committees and their charge since things have changed since they were created.

Chairs need to be sure to move business forward. Provide agendas and minutes prior to meetings and keep committee websites up to date.

The participatory governance committee I am a part of is run efficiently/effectively. I don't know how other committee meetings are run, not having attended many of them.

I believe the meetings are too long, the hubris of faculty members is too unbearable to listen to for that length of time. I feel many of the meetings are a waste of time and no action seems to be the outcome of most committees.

Depends on the committee

Open-Ended Responses - Other: I did not run for a shared governance classified tri-chair because... [fill-in]

9 Responses

Other: I did not run for a shared governance classified tri-chair because... [fill-in] - Text

COVID fatigue

I was not nominated and there are no tri-chairs for the committee that I serve

Time consuming and I did not want to work so closely with administrator.

Same as above

not interested

Of the time it requires as I am at full capacity with union activities in and out of the district.

Staffing levels and employee turnover make it difficult to commit

Currently I don't have the time/energy to do the role justice

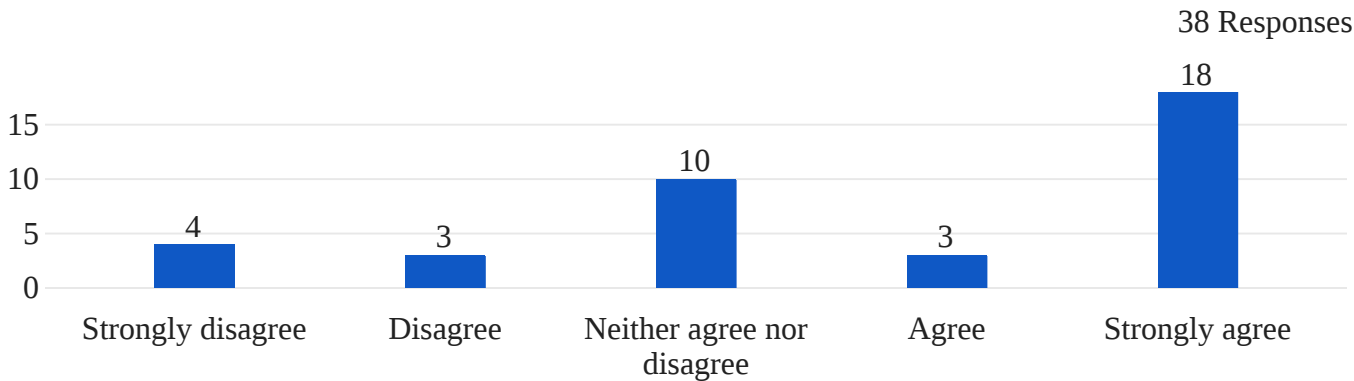
Not interested

Institutional Supports

Please rate the extent to which having the following institutional supports would encourage you to run for Classified Senate President.

Field	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
If there were a mentorship program to teach about college processes, practices, and leadership, I would consider running for Classified Senate President.	25%	5%	23%	25%	23%
If the compensation/release time were provided, I would consider running for Classified Senate President.	30%	3%	30%	20%	18%
If I had support from my administrator, I would be willing to run for Classified Senate President.	33%	5%	35%	20%	8%

I am not interested in running for Classified Senate President, regardless of institutional supports.



Open-Ended Responses - Other. I would consider running for Classified Senate President, if Chabot provided the following support [fill-in].

6 Responses

Other. I would consider running, if Chabot provided the following support [fill-in]. - Text

I would not consider running but there should be a mentorship program, release time and all administrators should support the efforts of Classified Professionals in professional development.

Provide an hourly employee to complete the work I would miss should I take on the work of classified senate president.

not interested

This is not my interest, BUT I support the great leaders that will run for office.

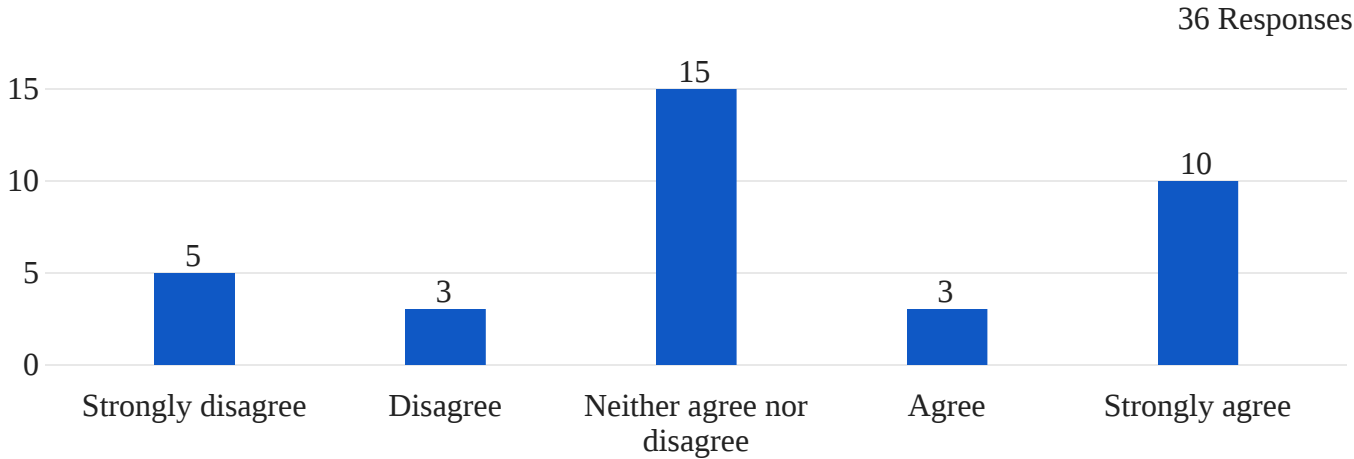
The same benefits they offer Faculty - paid time for the extra work so that I could be compensated since this is not something I can take on during work hours with my heavy workload - it will most likely take away time from my family.

If my regular workflow had more consistency

Please rate the extent to which having the following institutional supports would encourage you to run for one of the shared governance classified professional tri-chair positions.

Field	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
If the compensation/release time were provided, I would consider running for a shared governance classified tri-chair position.	24%	3%	16%	24%	34%
If there was a mentorship program to teach about college processes, practices, and leadership, I would consider running for a shared governance classified tri-chair position.	19%	5%	19%	30%	27%
If I had support from my administrator, I would be willing to run for a tri-chair position.	24%	8%	26%	21%	21%

I am not interested in running for a shared governance classified tri-chair position, regardless of institutional supports.



Open-Ended Responses - Other. I would consider running for the tri-chair positions, if Chabot provided the following support [fill-in].

6 Responses

Other. I would consider running, if Chabot provided the following support [fill-in]. - Text

It depends on the committee - I have more interest in some committees than others :)

Need to have this work codified in our collective bargaining agreement. Provide language and a means to pay via stipend. OT and COMP Time takes a toll on top of a 40 hour work week.

not interested

If Chabot provided adequate staffing, we wouldn't be overworked and have the time to participate in participatory governance.

Valued Classified Professionals and supplied a even playing field for all.

If my regular workflow had more consistency

Open-Ended Responses - Is there anything else you would like to share about supports or barriers to classified participation in the senate and shared governance at Chabot?

6 Responses

Is there anything else you would like to share about supports or barriers to classified participation in the senate and shared governance at Chabot?

Thank you for hearing our voices and caring about our success

Not all classified have the ability to take on leadership roles. It can depend on their manager/supervisor and their job duties. Classified that work in student facing jobs have a more difficult time being released from their station to do this work. We need to provide a foundations where all classified have the support needed to engage in this work.

No

If Chabot won't allow us the time in our day to participate in participatory governance due to our workload, Chabot should pay us for the extra time it would take to address the extra work duties/responsibilities for being a part of participatory governance.

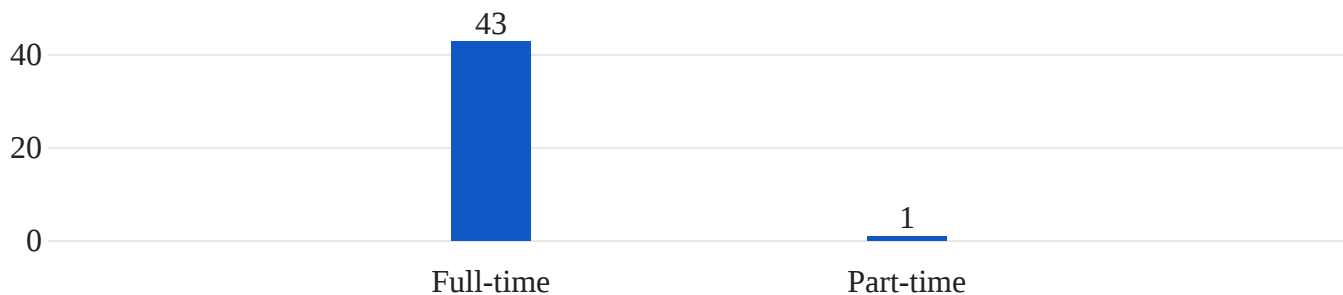
Everyone is a bit burned out these days and the removal of remote work options displayed a lack of flexibility and support to Classified Professionals.

I really like the mentoring. Might I suggest trainings on understanding budgets, etc.

Demographics of Survey Respondents

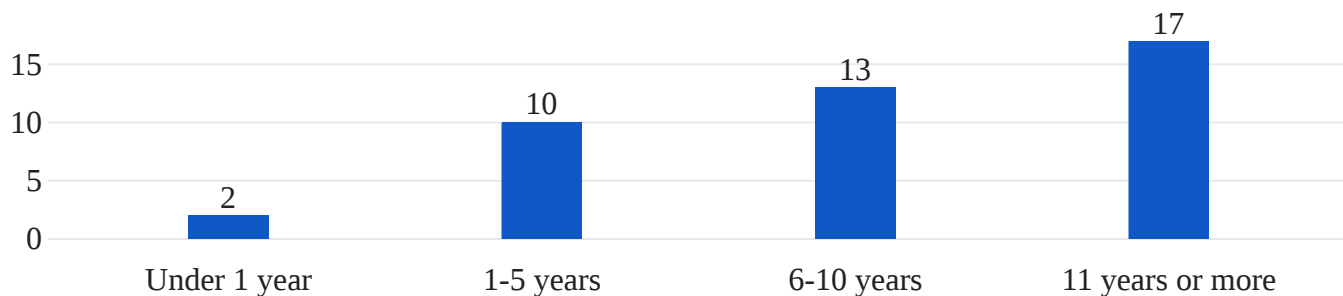
Are you a full-time or part-time classified professional?

44 Responses



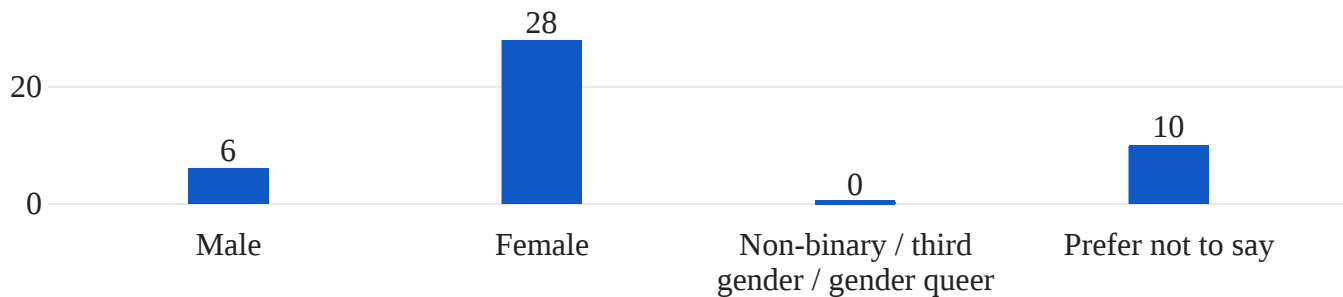
Years at Chabot

42 Responses



Gender

44 Responses



Race/Ethnicity (check all that apply)

