

DeAnza College



Classified Staff Committee Participation 2022-23

Background

- **Purpose:** to assess staff's involvement and capacity for college engagement
- **Survey administration**
 - Online
 - September 5-October 25, 2023
 - All De Anza staff, including part-time and full-time
- **Survey response count**
 - 52

Questionnaire

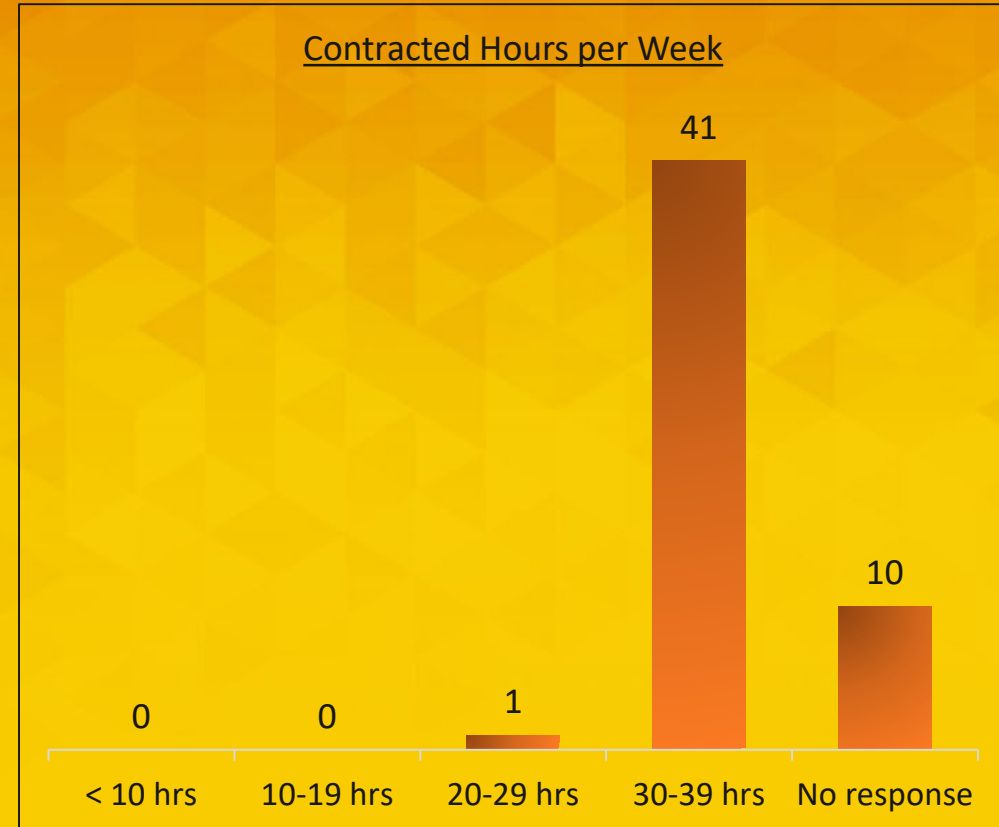
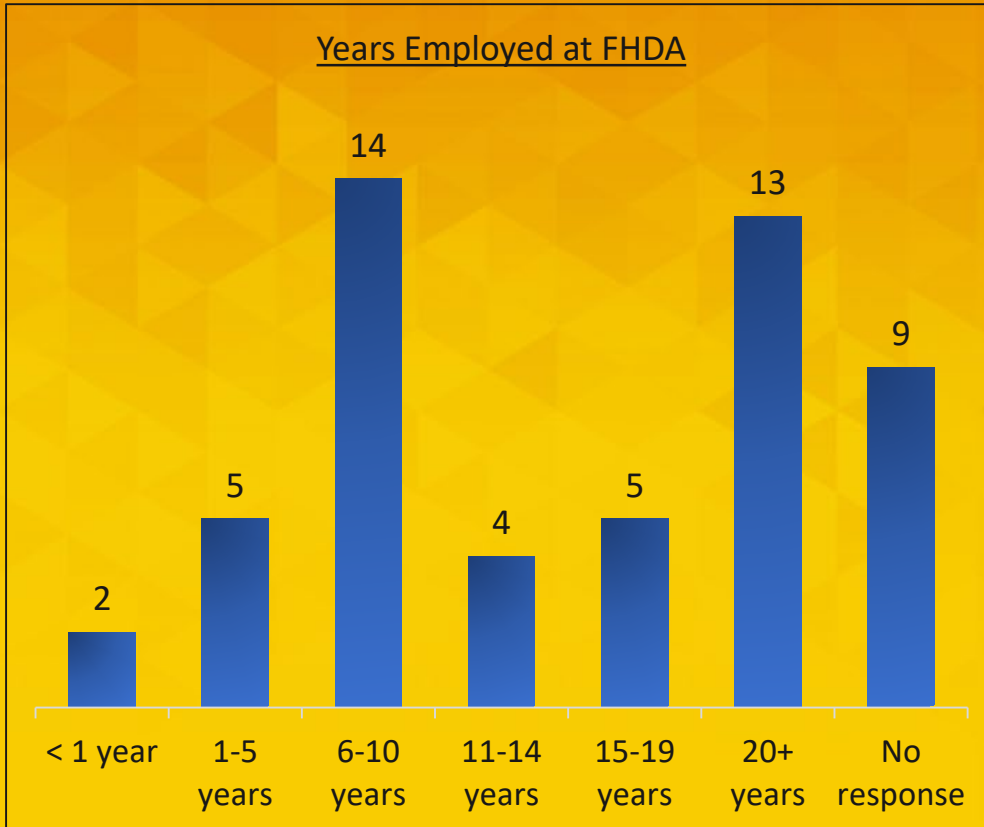
- **3 sections covering College/District/Other committees; inquired about participation**
 - **Leadership role** - appointed or elected (e.g., serving as a chair, constituency group representative or voting member); responsible for reporting back
 - **Guest role** - regularly attend the committee meetings but attendance is not appointed nor elected; not responsible for reporting back.
 - **Behind-the-scene role** - do not regularly attend the committee meetings; prefer to read meeting minutes or documents and give feedback when you choose; not appointed nor elected; not responsible for reporting back.
 - **Another role** - participate in the committee in a way not described above.
 - **Do not participate**

Questionnaire

- For each committee participated, inquired about...
 - Primary motivation for participating
 - Part of job, duties as discussed with manager
 - Self-interest, not part of typical job duties
 - Another motivation
 - Time commitment per month
 - Less than 4 hours
 - 4-7 hours
 - 8-11 hours
 - 12-15 hours
 - 16+ hours
 - When committee work was usually done
 - Within contracted work hours
 - Outside of contracted work hours
 - Both; within and outside of contracted work hours

Survey Results - Respondents

- Most respondents employed 6-10 years or 20+ years, and full-time



Committees Included in Survey

College (25)

1. Campus Facilities
2. College Council
3. Equity Action Council (EAC)
4. Resource Allocation & Program Planning (RAPP)
5. Art on Campus Advisory
6. Budget Advisory
7. Campus Center Advisory
8. College Planning Council (CPC)
9. Curriculum
10. Technology
11. Measure G Megaproject Task Force
12. Academic Senate
13. Classified Senate
14. De Anza Student Government (DASG)
15. Asian Pacific Staff Association (APASA)
16. Black Faculty, Staff and Administrators (BFSA)
17. De Anza Latinx Association (DALA)
18. LGBTQ+ Affinity Group
19. Association of Classified Employees (ACE)
20. California School Employees Association (CSEA)
21. Teamsters
22. Faculty Association (FA)
23. Accreditation
24. Guided Pathways Core Team
25. Student Learning Outcomes (SLO) Steering Committee

District (8)

1. Chancellor's Advisory Council
2. Budget Advisory Committee (DBAC)
3. Diversity & Equity Advisory Committee (DDEAC)
4. Educational Technology Advisory Committee (ETAC)
5. Energy & Sustainability Advisory Committee (ESAC)
6. Human Resource Advisory Committee (HRAC)
7. Police Chief's Advisory Committee (PCAC)
8. Board of Trustee (BOT)

Other (optional; respondents to write in)

1. Subcommittees (EAC - Equity Champions, Guided Pathways - Village Planning, Union - Negotiations)
2. Hiring committee
3. PGA Committee
4. Staff Developmental Leave Committee
5. Professional Development/Training: Partners in Learning Institute, undocumented student programming

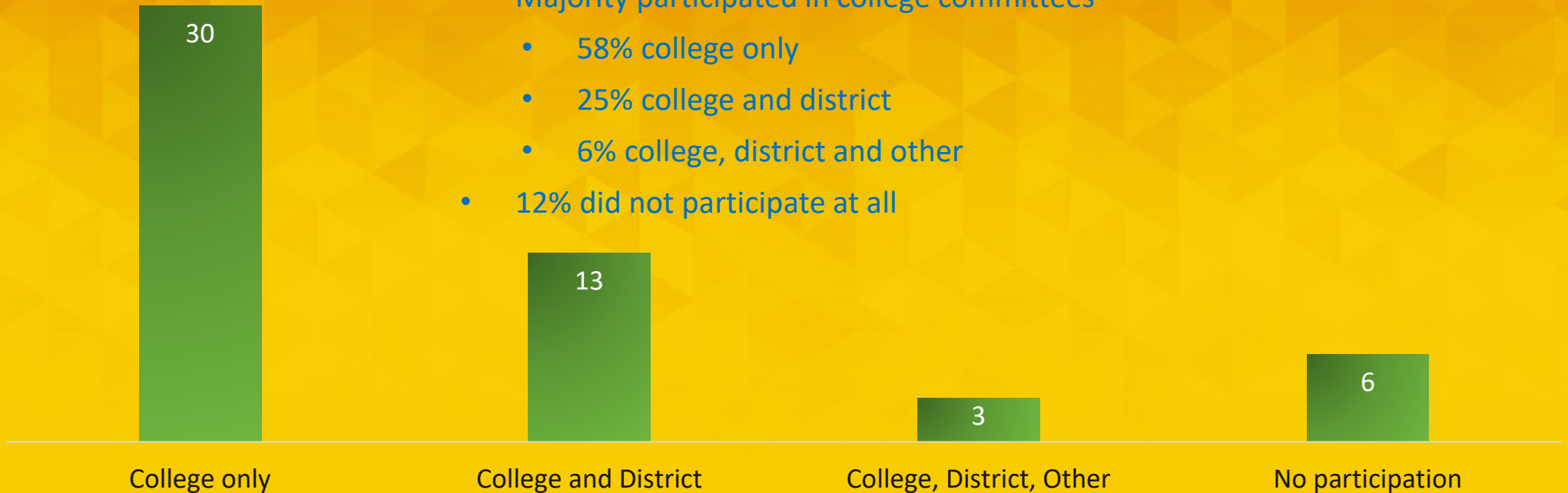
Where did we have participation?

In 2022-23, which spaces did respondents participated?

Participation = leadership, guest, behind-the-scene or another role

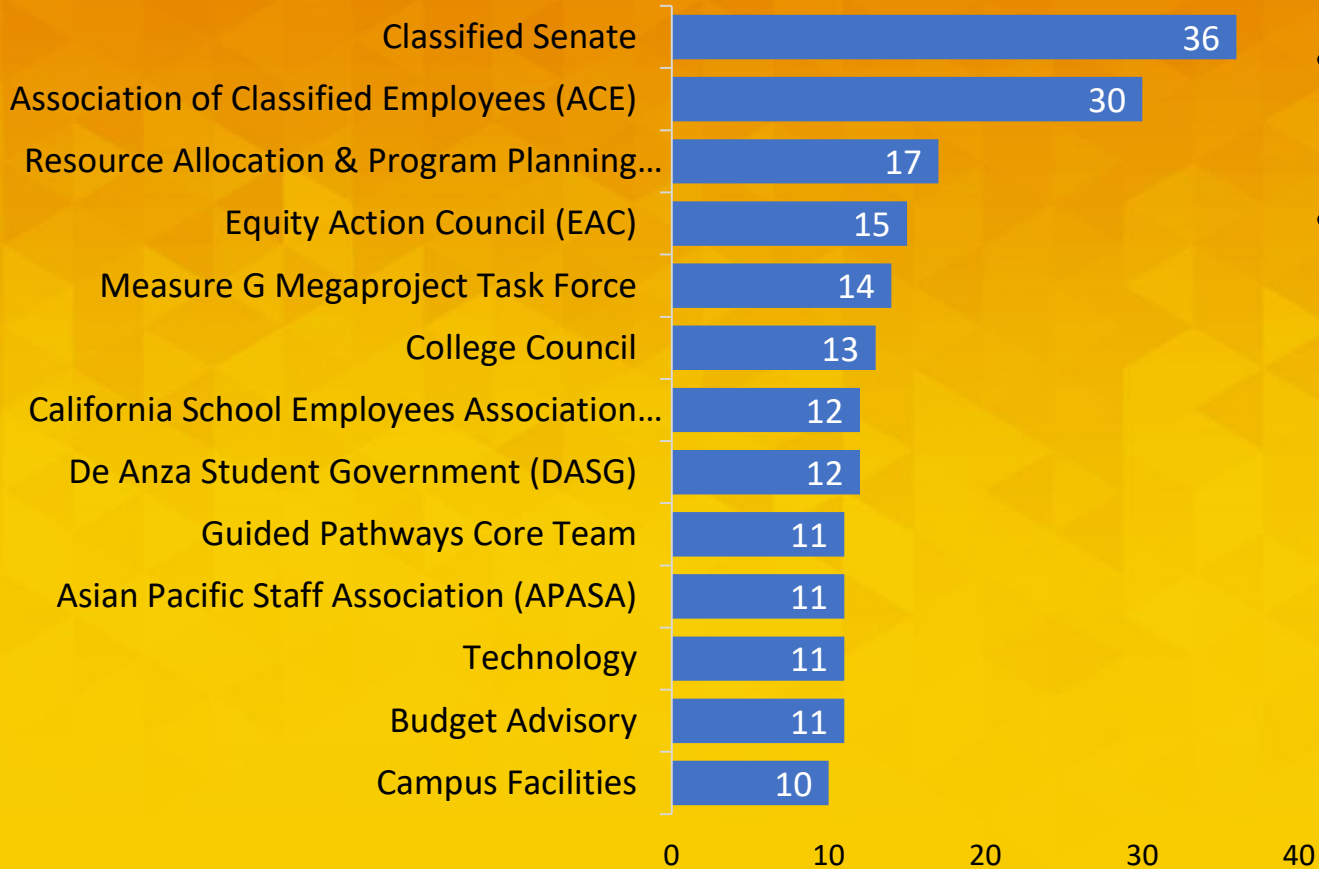
Findings:

- Majority participated in college committees
 - 58% college only
 - 25% college and district
 - 6% college, district and other
- 12% did not participate at all



College Committee Participation

Which college committee had the most participation?



- 25 college committees listed in survey
- Top participated committees (10+ respondents)

What college committee role did respondents have?

Overall, respondents assumed the following roles:

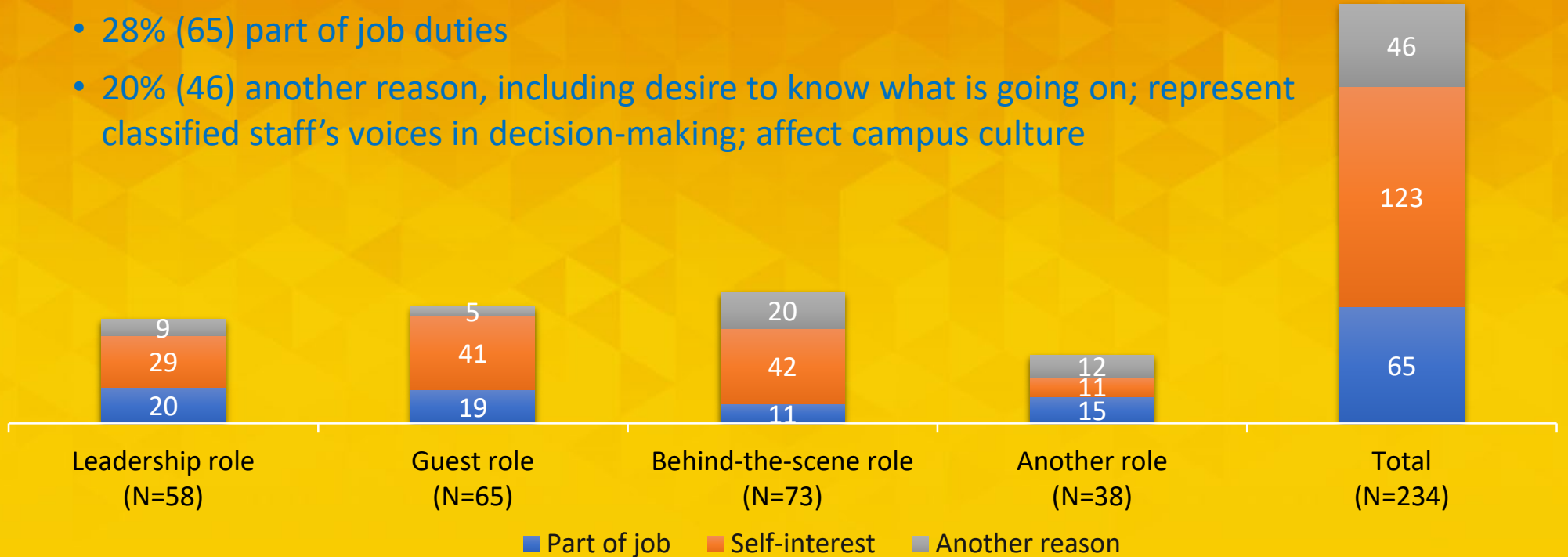
- 35% (99) behind the scene
- 31% (88) guest
- 20% (58) leader
- 14% (39) another role, such as advisor/consultant or support

	Leadership	Guest	Behind the scene	Another	Total
Classified Senate	12	9	11	4	36
Association of Classified Employees (ACE)	5	16	8	1	30
Resource Allocation & Program Planning (RAPP)	5	5	7	0	17
Equity Action Council (EAC)	3	6	2	4	15
Measure G Megaproject Task Force	3	4	6	1	14
College Council	4	4	5	0	13
De Anza Student Government (DASG)	2	4	3	3	12
California School Employees Association (CSEA)	3	2	4	3	12
Budget Advisory	4	3	3	1	11
Technology	1	5	4	1	11
Asian Pacific Staff Association (APASA)	1	2	6	2	11
Guided Pathways Core Team	0	5	3	3	11
Campus Facilities	1	3	2	4	10
College Planning Council (CPC)	1	2	4	2	9
De Anza Latinx Association (DALA)	2	2	3	2	9
LGBTQ+ Affinity Group	1	3	3	2	9
Campus Center Advisory	4	3	1	0	8
Academic Senate	1	2	4	1	8
Accreditation	2	0	3	2	7
Art on Campus Advisory	1	2	3	0	6
Curriculum	1	1	3	1	6
Black Faculty, Staff and Administrators (BFSA)	0	1	3	2	6
Faculty Association (FA)	0	1	4	0	5
Teamsters	0	2	2	0	4
Student Learning Outcomes (SLO) Steering Committee	1	1	2	0	4
Total	58	88	99	39	284

What was the motivation to participate?

Respondents were motivated to participate in a college committee due to self-interest

- 53% (123) self-interest
- 28% (65) part of job duties
- 20% (46) another reason, including desire to know what is going on; represent classified staff's voices in decision-making; affect campus culture



Respondents who participated but did not provide a motivation (i.e., null response) are not shown.

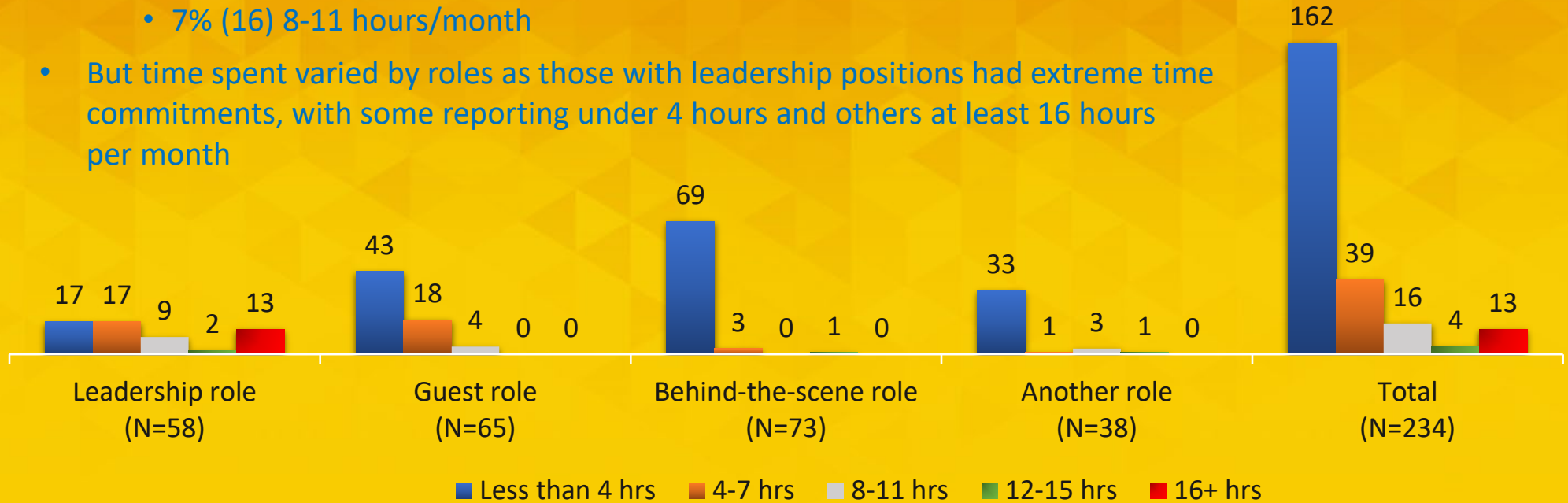


Time Spent by College Committee

	Less than 4 hrs/month	4-7 hrs/month	8-11 hrs/month	12-15 hrs/month	16+ hrs/month	Total
Classified Senate	19	10	2	0	3	34
Association of Classified Employees (ACE)	21	4	1	0	1	27
Resource Allocation & Program Planning (RAPP)	7	3	2	1	2	15
Equity Action Council (EAC)	7	5	1	0	0	13
Measure G Megaproject Task Force	7	3	0	2	0	12
College Council	9	2	0	0	0	11
De Anza Student Government (DASG)	4	1	2	1	2	10
California School Employees Association (CSEA)	6	1	0	0	3	10
Budget Advisory	7	1	1	0	0	9
Technology	7	2	0	0	0	9
Asian Pacific Staff Association (APASA)	8	1	0	0	0	9
Guided Pathways Core Team	7	1	1	0	0	9
Campus Facilities	5	1	1	0	0	7
College Planning Council (CPC)	5	1	1	0	0	7
De Anza Latinx Association (DALA)	4	0	3	0	0	7
LGBTQ+ Affinity Group	7	0	0	0	0	7
Campus Center Advisory	5	0	1	0	0	6
Academic Senate	4	2	0	0	0	6
Accreditation	5	0	0	0	1	6
Art on Campus Advisory	4	1	0	0	0	5
Curriculum	3	0	0	0	1	4
Black Faculty, Staff and Administrators (BFSA)	4	0	0	0	0	4
Faculty Association (FA)	3	0	0	0	0	3
Teamsters	2	0	0	0	0	2
Student Learning Outcomes (SLO) Steering Committee	2	0	0	0	0	2
Total	162	39	16	4	13	234

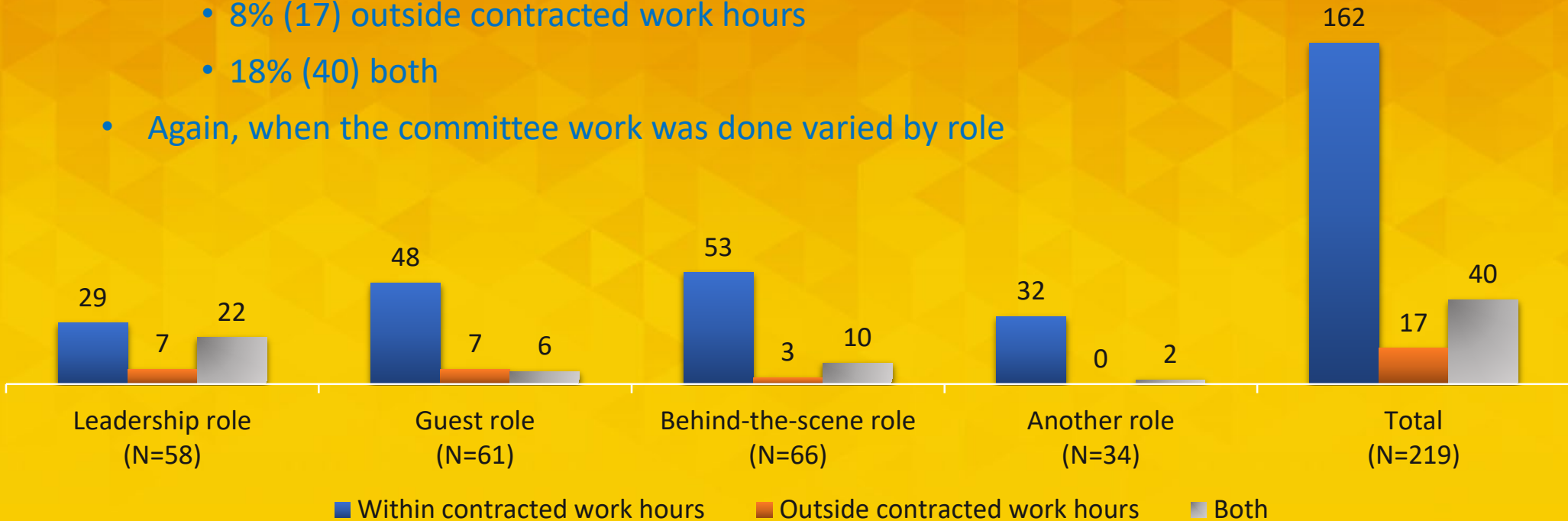
Time Spent by Role

- Respondents' were likely to spend less than 4 hours per month on college committees
 - 69% (162) under 4 hours/month
 - 17% (39) 4-7 hours/month
 - 7% (16) 8-11 hours/month
 - 2% (4) 12-15 hours/month
 - 6% (13) 16+ hours /month
- But time spent varied by roles as those with leadership positions had extreme time commitments, with some reporting under 4 hours and others at least 16 hours per month



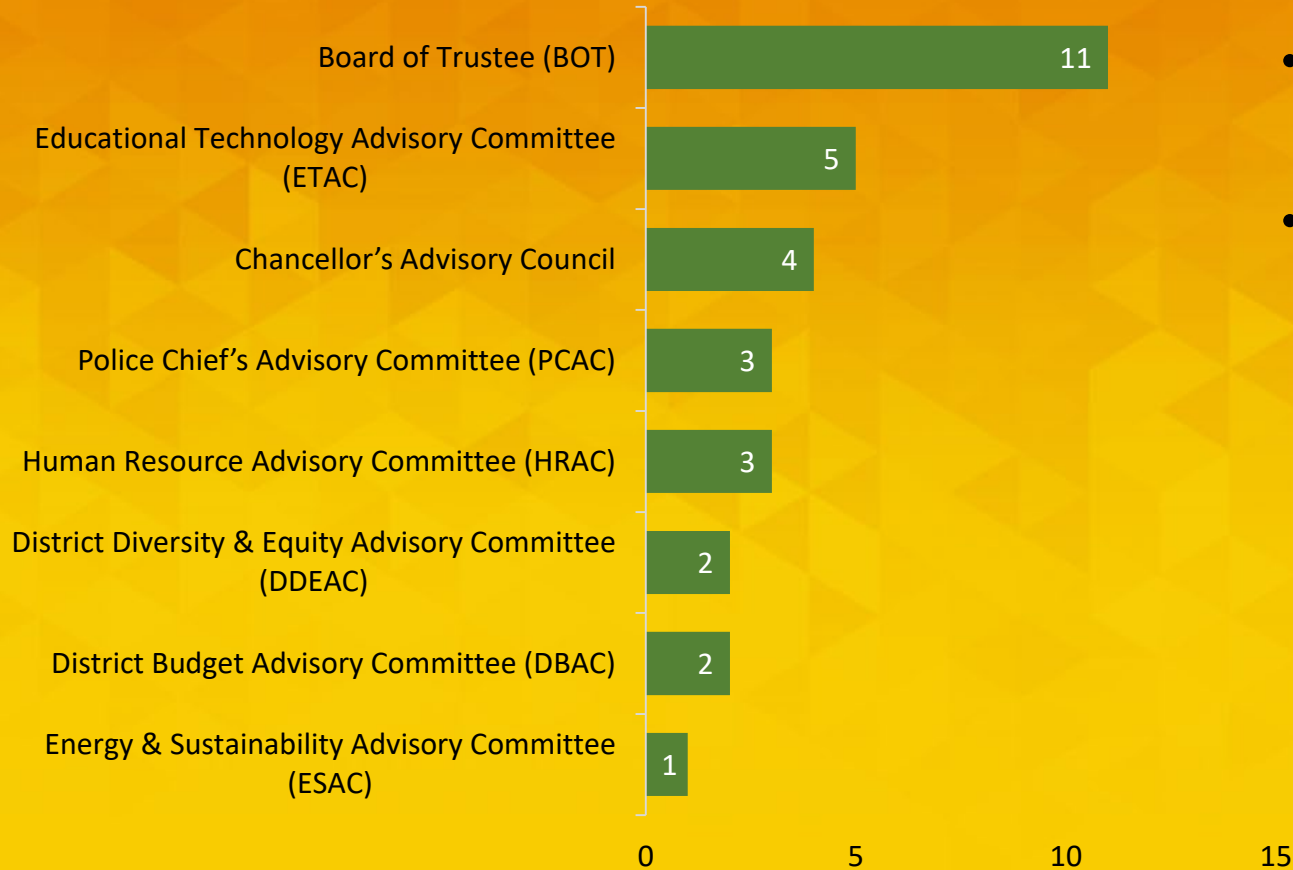
When Committee Work Got Done

- Respondents' usually did college committee work within their contracted work hours
 - 74% (162) within contracted work hours
 - 8% (17) outside contracted work hours
 - 18% (40) both
- Again, when the committee work was done varied by role



District Committee Participation

Which district committee had the most participation?



- 8 district committees listed in survey
- Board of Trustees had the most participation

What district committee role did respondents have?

Respondents who participated in district committees assumed a leadership as well as behind-the-scene role

- 32% (10) behind the scene
- 32% (10) leader
- 19% (6) guest
- 16% (5) another role, which responses lend themselves to behind-the-scene role (i.e., reading minutes, attending meetings)

	Leadership	Guest	Behind the scene	Another	Total
Board of Trustee (BOT)	4	2	3	2	11
Educational Technology Advisory Committee (ETAC)	1	3	1	0	5
Chancellor's Advisory Council	1	1	1	1	4
Human Resource Advisory Committee (HRAC)	1	0	1	1	3
Police Chief's Advisory Committee (PCAC)	1	0	1	1	3
District Budget Advisory Committee (DBAC)	1	0	1	0	2
District Diversity & Equity Advisory Committee (DDEAC)	1	0	1	0	2
Energy & Sustainability Advisory Committee (ESAC)	0	0	1	0	1
Total	10	6	10	5	31

FHDA Committee Motivation

Respondents' were motivated to participate in a district committee due to self-interest

- 54% (28) self-interest
- 25% (7) another reason, including desire to know what is going on; represent classified staff's voices in decision-making
- 21% (6) part of job duties



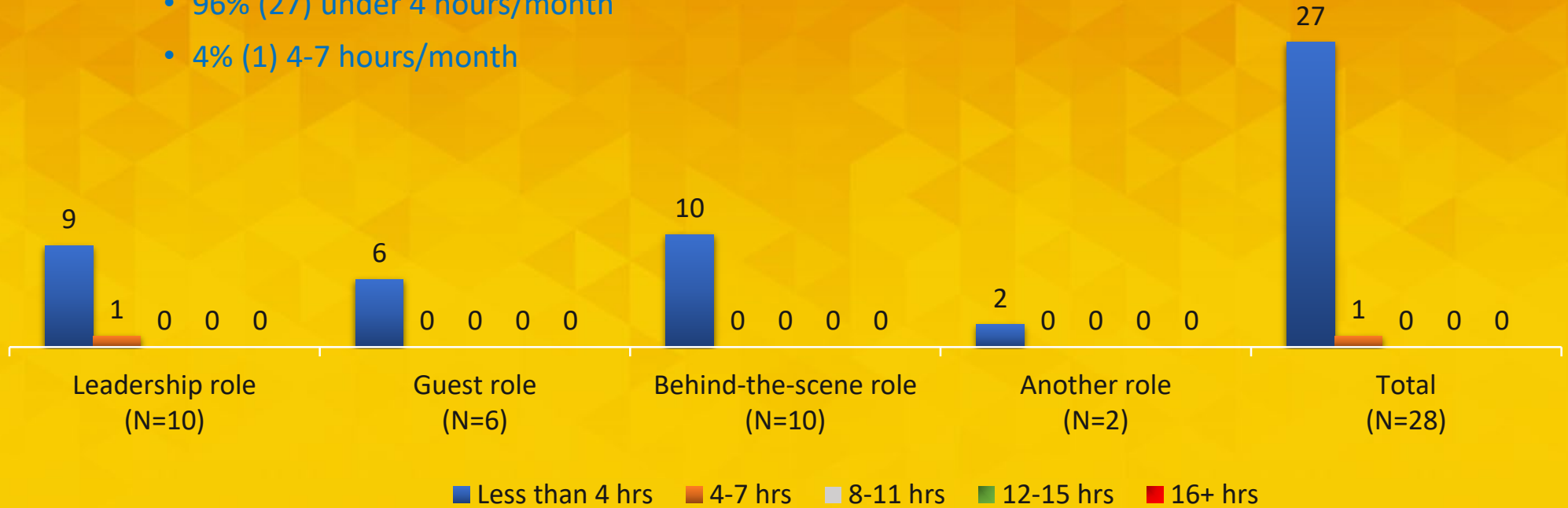
Respondents who participated but did not provide a motivation (i.e., null response) are not shown.

Time Spent by District Committee

	Less than 4 hrs/month	4-7 hrs/month	8-11 hrs/month	12-15 hrs/month	16+ hrs/month	Total
Board of Trustee (BOT)	9	1	0	0	0	10
Educational Technology Advisory Committee (ETAC)	5	0	0	0	0	5
Chancellor's Advisory Council	4	0	0	0	0	4
Human Resource Advisory Committee (HRAC)	2	0	0	0	0	2
Police Chief's Advisory Committee (PCAC)	2	0	0	0	0	2
District Budget Advisory Committee (DBAC)	2	0	0	0	0	2
District Diversity & Equity Advisory Committee (DDEAC)	2	0	0	0	0	2
Energy & Sustainability Advisory Committee (ESAC)	1	0	0	0	0	1
Total	27	1	0	0	0	28

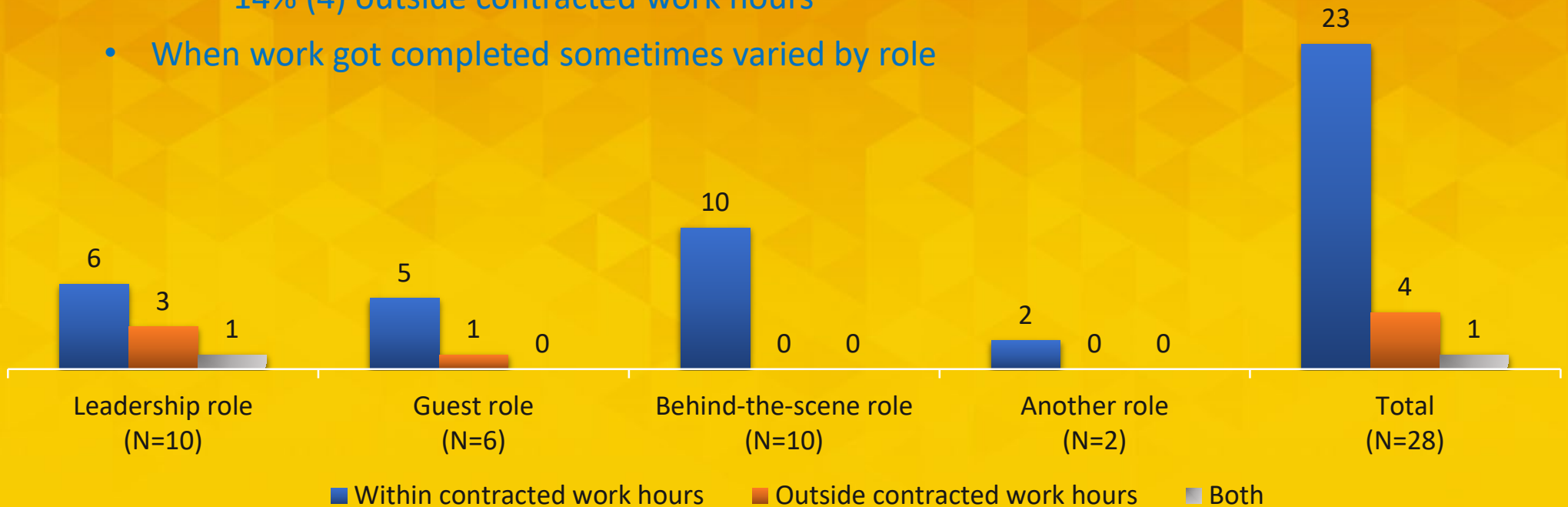
Time Spent by Role

- Respondents' were likely to spend less than 4 hours per month on district committees
 - 96% (27) under 4 hours/month
 - 4% (1) 4-7 hours/month



When Committee Work Got Done

- Respondents' usually did district committee work within their contracted work hours
 - 82% (23) within contracted work hours
 - 14% (4) outside contracted work hours
- When work got completed sometimes varied by role



Survey Purpose (revisited)

Purpose: to assess staff's involvement and capacity for college engagement by identifying the committees they participated in and time commitment required

Questions for group reflection...

1. What did we mean by “involvement”?

Respondents had flexibility to select/define how they participated, but CS need reps (leadership role)

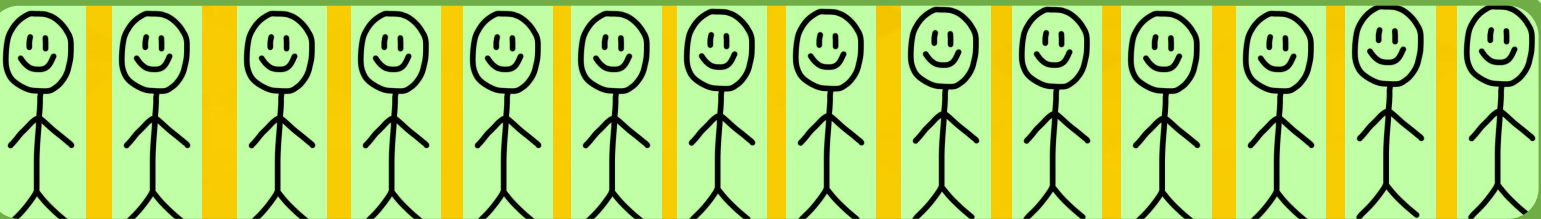
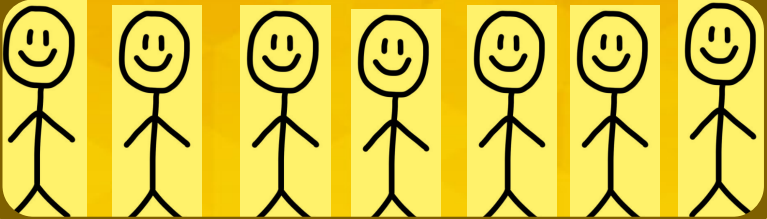
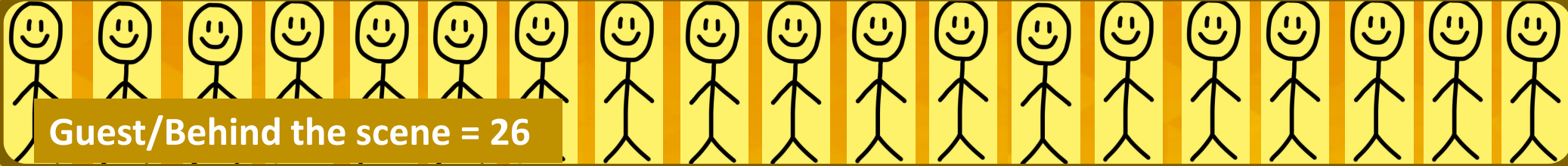
2. How do we assess for capacity?

Hours? Committee count? 46 of respondents who participated in any role >> 24 (52%) served up to 5 committees; those in leadership roles served 6-10 committees

3. What's not in the data?

Did not ask why folks participated but not in a leadership role

Participants & College Committee Roles



Respondent
Headcount (HC) = 52