



# Organizational Review Survey Summary

GAP

May 25, 2011

# Background

- Origins in Accrediting Commission Recommendation #7
- Further recommendations from the California Collegiate Brain Trust
- Discussions within college participatory governance groups
- Multiple proposals presented and evaluated prior to decision



## ACCJC Recommendation #7

“The team recommends that the college develop organizational structures and strategies to effectively provide administrative support and oversight necessary to accomplish the institution’s mission and purpose.”

# Participation

- 98 Total Survey Participants
  - 44 Full-Time Faculty
  - 9 Associate Faculty
  - 27 Classified Staff
  - 18 Administrators/Managers/Supervisors
- 58% from Instruction, 25% from Student Services
- 79% at Mission for over 5 Years

# Recurring Themes

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# Discussion

- Two Flip Charts
  - Parking Lot of Related Concerns
  - Ideas for Improvement

# Ideas for Improvement

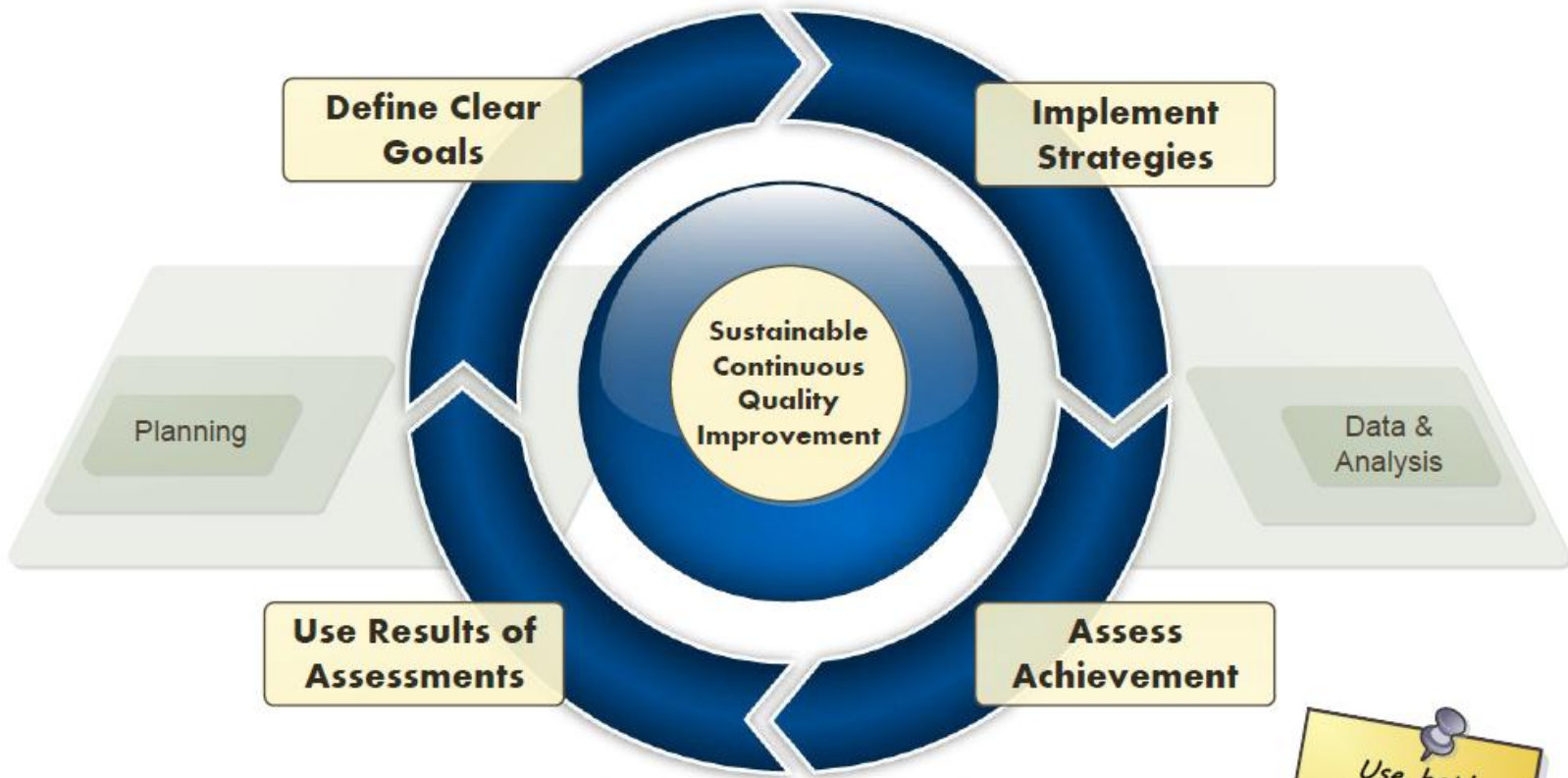


- LEVEL 1
  - Realistic short-term solutions; can be done fairly quickly and easily
- LEVEL 2
  - Mid-term solutions; can be done with more time and effort; may require some resources
- LEVEL 3
  - Long-term solutions; require more discussion and planning; may need to be integrated into other plans or processes

# Discussion



**Mission College  
Model of Institutional Effectiveness**



*Use both Institution-Wide and at the level of Every Unit*