



Kapi'olani Community College

CONTINUOUS IMPROVEMENT REPORT

Faculty Senate

AY 2020-2021

What successes do your data reflect?

- Senators felt the executive committee led the council well and was effective in representing the faculty to the administration.
- Senators consistently believe the council was effective in fulfilling its purpose and that the council gave each member an equal opportunity to participate in the process and be heard.
- Senators also believe the council does a good job of keeping its members informed and gives it high marks on following through on items requiring action.
- Faculty generally agreed most senators represented their unit's view, provided opportunity for input, and scored highest on keeping the unit informed.
- Council worked well through the pandemic (based on many comments).
- The Council was also an effective faculty advocate and senators did a good job of keeping faculty informed (scoring highest in external survey questions).

What goals emerge from the data?

- Senators ranked meeting efficiency, although not bad, the worst among eight factors, which would suggest further work to shore up time spent in meetings would be worthy of continued study. **Goal: Increase meeting efficiency.**
- Senators ranked the executive council representation of faculty to administration, although not bad, second worst among all factors. **This suggests some senators Need to better understand the role of their Executive Committee.** may need to make an extra effort to solicit the opinions of their unit?? **Goal: Increase transparency of the executive committee.**
- Although on average the faculty felt they understood the role of the faculty senate, many didn't and it scored the lowest among the four factors surveyed. (It is possible that a lack of understanding of the faculty senate's purpose was a factor in the survey's low response rate.) **Goal: Educate Senators regarding the purpose of the Senate.**
- Senator effectiveness was inconsistent in the comments of the survey. This would suggest a fruitful area of investment would be to make sure communication between the senator and their unit covers all aspects of a senator's representative duties.

Conclusions are drawn from summarizations of the two faculty senate surveys taken in May of 2021.

Internal Survey

The faculty senate conducted an [internal survey](#) for the first time this year. The following table shows the number of responses in each category for each question. The answers, *Never*, *Rarely*, *Sometimes*, *Often*, *Always* were given weights 0, 1, 2, 3, 4 respectively. Question scores are averaged in the *Avg* column. Click the [internal survey](#) link to see the full wording of each question.

| Senator Responses to Questions | Never | Rarely | Sometimes | Often | Always | | |
|----------------------------------|----------|----------|-----------|----------|----------|------------|-----------|
| <i>Weight:</i> | <i>0</i> | <i>1</i> | <i>2</i> | <i>3</i> | <i>4</i> | <i>Avg</i> | |
| EC Representing Faculty to Admin | | | 2 | 4 | 6 | 3.33 | 2nd Worst |
| EC Leadership of Council | | | 1 | 5 | 6 | 3.42 | |
| Council Effectiveness | | | 1 | 3 | 8 | 3.58 | 2nd Best |
| My Importance | | 1 | | 4 | 7 | 3.42 | |
| Equal Voices | | | | 1 | 11 | 3.92 | Best |
| Adequately Informed | | | 1 | 6 | 5 | 3.33 | 2nd Worst |
| Meeting Efficiency | | 1 | 2 | 6 | 3 | 2.92 | Worst |
| Follow-up Process | | | 1 | 4 | 7 | 3.50 | 3rd Best |

As we see, all questions received an average score above 3 (*Often*), except *Meeting Efficiency*, which scored an average of just below *Often*. As these eight questions remain relevant for the upcoming year, continuing to improve meeting efficiency should remain a top focus for improvement.

External Survey

A [KCC-wide faculty survey](#) was conducted again this year. The table below shows the tabulation of responses from 62 surveys that were completed. The Likert scale ratings *Strongly Disagree*, *Disagree*, *Agree*, *Strongly Agree* were given weights -3, -1, +1, +3 respectively and responses were averaged as shown in the *Avg* column.

| Faculty Responses to Questions | Strongly Disagree | Disagree | Agree | Strongly Agree | | | |
|--|-------------------|-----------|----------|----------------|----------|------------|--|
| <i>Weight:</i> | <i>-3</i> | <i>-1</i> | <i>1</i> | <i>3</i> | <i>#</i> | <i>Avg</i> | |
| Senator Represents Unit Views | 3 | 6 | 22 | 30 | 61 | 1.59 | |
| Senator Provides Opportunity for Input | 4 | 4 | 24 | 30 | 62 | 1.58 | |

| | | | | | | | |
|-----------------------------------|---|----|----|----|----|------|-------|
| Senator Keeps Unit Informed | 4 | 4 | 17 | 37 | 62 | 1.81 | Best |
| Understand role of Faculty Senate | 2 | 10 | 24 | 26 | 62 | 1.39 | Worst |

See the [faculty survey report](#) for the exact wording of the questions. For all four questions, the faculty held, on average, positive views of the senators and the faculty senate. Senators represented the views of the unit, provided opportunity for input and kept the unit well informed. Keeping the unit informed scored the highest. The question of most concern and best candidate to focus on for improvement would be faculty's understanding of the role of the faculty senate, as it scored the lowest in agreement level. **Goal: Educate Faculty regarding the role of their Senate.**