

# **Governance Evaluation**

## **Mission Informed Planning Council (MIPC)**

### **June 6, 2025**

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FH IRP



# 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)

# 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

# Respondents

66

# Respondents: Job Classification

Governance  
Evaluation

**12%**

**32%**

**36%**

**20%**

Administrator

Classified Staff

FT Faculty

PT Faculty

Employee  
Population

**3%**

**21%**

**26%**

**50%**

# Respondents: Gender

Governance  
Evaluation

**58%**

**33%**

**5%**

Female

Male

Non-Binary

Employee  
Population

**59%**

**40%**

**1%**

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

# Respondents: Ethnicity

Governance  
Evaluation

**15%**

**3%**

**15%**

**48%**

Asian

Black

Latiné

White

Employee  
Population

**22%**

**4%**

**18%**

**49%**

Note: Asian includes Filipinx and Pacific Islander.

Source: CCCC Datamart, Fall 2024 Faculty & Staff Demographics

# Respondents: Years at Foothill

**15 years  
or less**

**72%**

# Respondents: MIPC Voting Members

Not surprisingly, majority were not voters but...

**Unsure**

**15%**

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%**

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

**Strongly Agree  
or Agree** **33%**

**Unsure** **32%**

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 MPC 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%**

# 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%**

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

# MIPC Membership and Decision-Making

Strongly Agree/Agree

Unsure

**46%**

Discussions focus on  
important and relevant issues

**51%**

**35%**

Satisfied with the work and  
discussions in MIPC

**59%**

**44%**

MIPC supports effective decision-making  
for the college

**47%**

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.

# 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

# For MIPC Consideration: Guiding Questions

- Process
  - What does MIPC do? Why does MIPC exist?
- Procedures
  - How does MIPC do its work?