

There were significant positive shifts in responses over the last two years in terms of the governance process (see Table H-1). The single most significant shift was in employee confidence in the effectiveness of RHC’s administration. While the average rating in 2013 is moderate, it still shows a significant upward change from 2012. Similarly, despite the relatively neutral ratings of items related to decision-making, consultation, and collaboration, they also demonstrated positive movement from 2012. Employees agreed that their constituent group representatives expressed their concerns well and kept them informed.

Table H-1. Employee Perceptions of the Governance Process

	2013 Mean	2013 #	2012 Mean	2012 #	Difference
I have confidence in the effectiveness of the administration at RHC.	3.37	458	2.72	415	0.65
My constituent group representative(s) expresses the issues/concerns of my group well.	3.77	411	3.64	351	0.13
Decisions made on campus are consistent with the college's goals and mission.	3.32	423	3.04	349	0.28
There is sufficient consultation about important decisions.	3.02	406	2.77	340	0.25
I am optimistic about what can be achieved through participatory governance at RHC.	3.42	430	3.21	362	0.21
The opinions of students are given appropriate weight in matters of institutional importance.	3.24	367	2.96	315	0.28
The opinions of employees are given appropriate weight in matters of institutional importance.	2.97	406	2.81	341	0.16
My constituent group representative(s) keeps me informed of the proceedings and recommendations of governance groups.	3.70	424	3.64	359	0.06
The constituent groups on campus work collaboratively toward the achievement of college goals.	3.49	389	3.27	322	0.22
I am satisfied with the opportunity I have to participate in the governance process.	3.43	434	3.22	370	0.21

Perceptions of the governance processes were differentiated by employee type to highlight variations in responses that may be of interest. Figure H-2 shows this variation on the item that had the most marked increase from last year. As shown, the administrative/confidential group was the most confident in the effectiveness of the administration, while classified employees and full-time faculty were the least.