

Interview Questions for Assessment Regarding Campus Governance, Climate and Culture

Interviews Conducted by: Center for Collaborative Policy, Sacramento State
Interviews Conducted for: Assessment Requested by the University Administration and Faculty Senate Executive Committee

I. Introduction

1. Introduction and purpose of interview.
2. Genesis of assessment and co-sponsorship by Administration and Faculty Senate Executive Committee
3. Explanation of Center for Collaborative Policy and also of the Center's neutrality
4. General outline of how assessment will be conducted, including what general types of people will be interviewed (faculty, administrators; staff; students) and timeline.
5. Note: While understanding the broader dynamics throughout the campus community will be an important part of this effort, the Assessment will place an emphasis on the challenges between and among the administration and faculty.
6. There are three sections to the interview: 1) What is at Issue?; 2) Creating the Future; and 3) Some Wrap Up Questions.
7. The Final Briefing Memo will be distributed to campus community.

II. Explanation of Professional Standards for Conducting Assessments

1. Neutral professionals conducting assessments work closely with requesting parties to design the assessment, identify potential interviewees and produce a written product, but final decisions are left to the neutrals.
2. No interviewee will be quoted in any written or oral form by the Center, unless explicit permission is given by interviewee. Also, the Center will be careful in their description of trends to protect non-attribution. All notes from the interviews are kept confidential and will not be seen by anyone other than the professional neutrals conducting the assessment analysis.
3. Interviewees will be given the opportunity to confidentially discuss issues and provide insights that will remain confidential and will not be discussed in the Briefing Memo or anywhere else.
4. The Center for Collaborative Policy takes full responsibility for the content of the Final Briefing Memo.

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III. What Is at Issue?

1. In your opinion, what are the context, contributing factors and underlying dynamics of concerns regarding campus governance, climate and culture? How would you define the “presenting problem?”
2. Of the factors and dynamics you described, are there ones that, in your opinion, contribute more directly to the concerns regarding governance, climate and culture. Please explain.
3. Please explain if or how last Spring’s faculty no-confidence vote was or was not part of the concerns regarding governance, climate and culture.
4. What role has or does the Campus Administration play in issues or concerns regarding governance, climate and culture?
5. What role has or does the Faculty Senate play in issues or concerns regarding governance, climate and culture?
6. What role has or does the California Faculty Association play in issues or concerns regarding to governance, climate and culture?
7. How have or do the dynamics regarding campus governance, climate and culture affect students?
8. How have or do the dynamics regarding campus governance, climate and culture affect University staff?
9. Is there anything else you would like to add regarding “What is at issue?”

IV. Creating the Future

1. If the campus working together, particularly the administration and faculty, were able to address the issues and transform campus dynamics related to campus governance, climate and culture, what would that look like to you?
2. What specific suggestions do you have to remedy the problem and concerns you have identified?
 - a) What opportunities exist to identify solutions and overcome obstacles?
 - b) What are the obstacles for implementing these remedies?
3. Is there anything else you would like to add about moving constructively into the future? on campus governance, climate and culture?

V. Wrap Up

1. We are conducting interviews with a range of members of the campus community reflecting the diversity of perspectives and information relating to campus governance, climate and culture.
 - a. Do you have suggestions as to other people we should consider interviewing?
 - b. Could you explain why this person would be a resource for us?
2. Are there any questions you have for us on the assessment or interview process, how the results will be used, or any other subject pertaining to this interview?

