

# College Governance Discussion

Classified Senate  
January 30, 2018

Ari Ahmadian and Bri Hays





# Introductions

# What is governance anyway?



Our committee and council **structure, roles, and responsibilities**

The **process/way that information flows** to guide decision-making at the College

AB 1725 and Education Code Section 70901(b):

*“minimum standards governing procedures established by governing boards in community college districts to **ensure faculty, staff, and students the right to participate effectively in district and college governance, and the opportunity to express their opinions** at the campus level and to ensure that **their opinions are given every reasonable consideration...**”*

**[4CS Paper on Governance](#)**



## What does this mean for you?

As a member of the Cuyamaca classified staff, you have the opportunity to share your thoughts through appropriate channels regarding college processes, policies, and practices.

Current Channels:

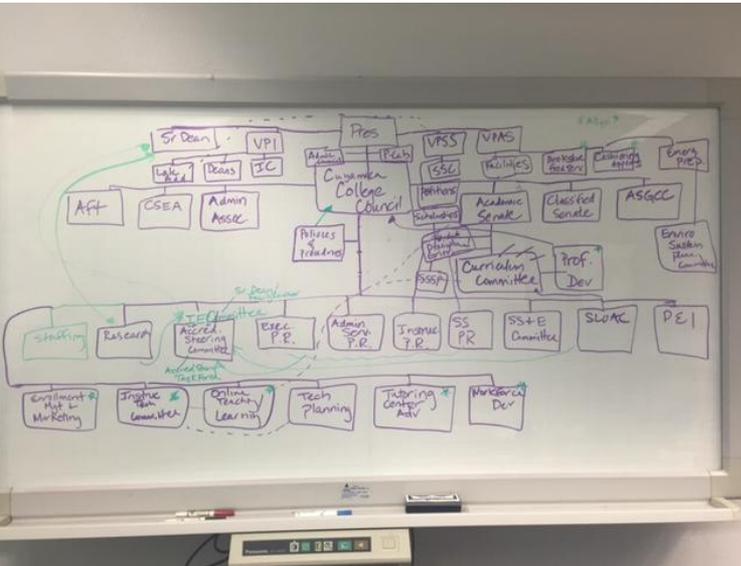
- Classified Senate
- Classified representatives on campus committees and councils
- Surveys and feedback forms sent out to classified staff (among others) to gather information and suggestions for improvement

# A Brief History of Our Current Governance Redesign Work

Summer 2016  
Brainstorming

Fall 2017  
Governance Retreat

Today!





# Guiding Principles for Governance Redesign Work

*Transparency*

*Evaluation/Improvement*

*Efficiency*

**ALIGNMENT**

**REPRESENTATION**

*Clarification of Roles*

*Accountability*



# Participatory Governance Survey Results

**62** responses

**40%** of respondents were classified staff

**62%** of all respondents were currently serving  
on a committee or council



## Feedback: Communication

Just **1 in 3** respondents indicated the College's decision-making processes are **clearly communicated** to the campus

**Less than half** of respondents said their **constituent group representatives communicate** information regarding important governance group discussions

Interestingly, **the majority - 54% -** of respondents said it was **easy to find information on governance groups via our website**



## Feedback: Efficiency

Only **38%** of respondents said  
our governance groups function  
efficiently

# Feedback on Governance Structure & Process

# What is working well?



*“The culture is generally positive.”*

**“Work is getting done!”**

*“Cuyamaca College does a great job of posting the agendas and the minutes of the meetings.”*

**“We have made great strides in increasing student success.”**

*“We have excellent faculty and staff. We have open communication.”*

**“Open, collegial discussion”**

# What could be improved? **Efficiency**



“I think it can be a bit laborious or more accurately, redundant, for those of us who are on multiple bodies. We hear a lot of the same reporting out at each meeting.”

*“There are simply too many councils, committees, work groups, and task forces. Too much time is spent in these meetings.”*

“There seem to be a lot of councils, committees, etc. It is difficult to know who does what!”

*“It would be nice if it could be simplified - fewer groups, fewer meetings.”*

# What could be improved?

## Communication



*“Communication of said decisions, or pertinent information in general, needs to be more streamlined...maybe we have a standardized reporting sheet that all committee members can access and return back to their representative groups”*

*“The website and intranet are a mess. There are not in any way intuitive...”*

*“We need more formal communication processes and procedures among task forces, work groups, committees, and councils.”*

# What could be improved?

## Accountability

“I don’t think we are closing the loop with regard to program review driving institutional effectiveness decisions and budget...”

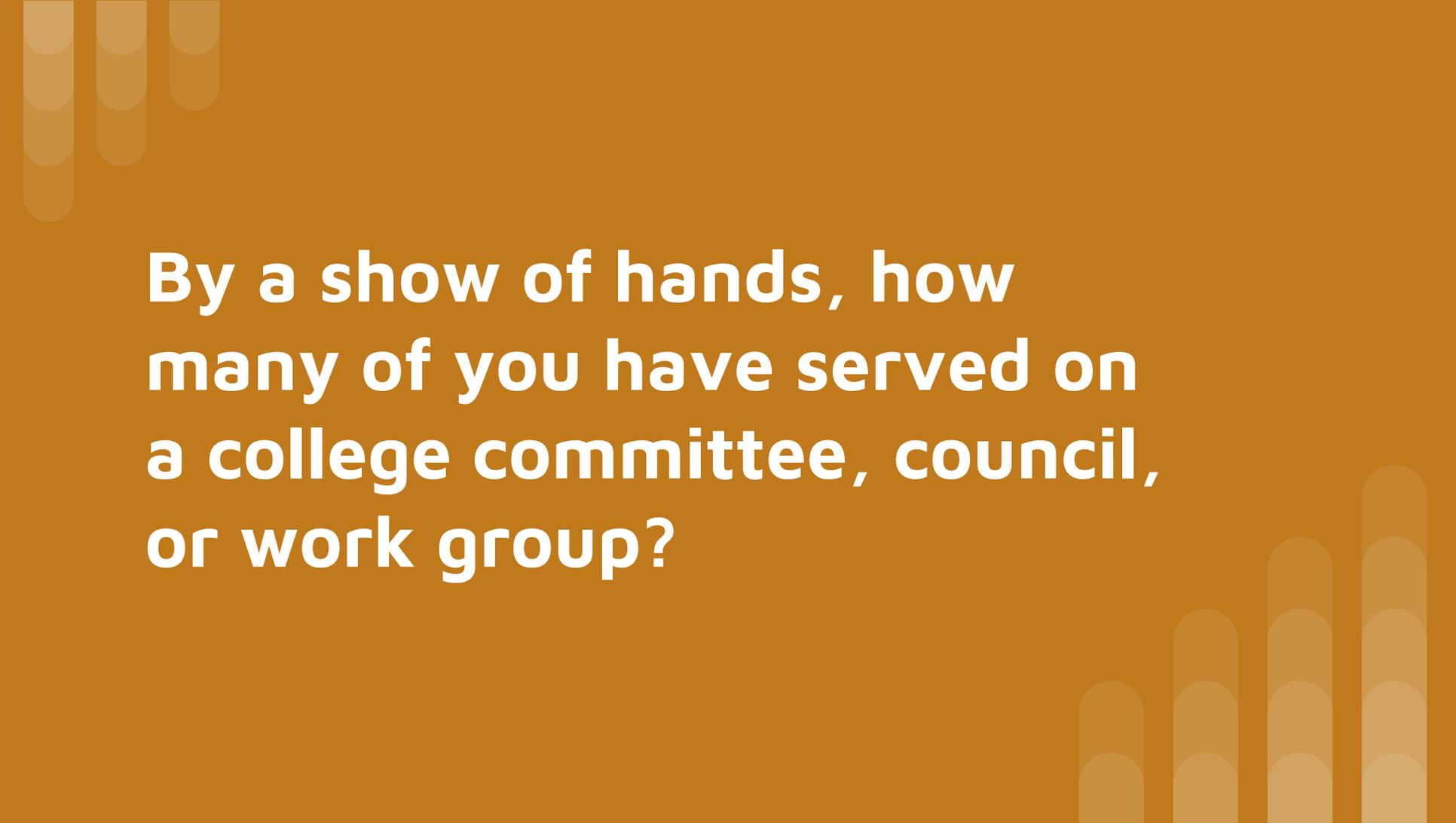
*“More follow through, accountability, honesty, and communication about the goals and results”*

“Establish program level goals and support affecting student success. For example, who are our students?”

*“Chairpersons should be held responsible for follow-through, thorough communication, transparency, and accountability.”*

**Now we want to  
hear from you!**

A decorative pattern at the bottom of the slide consisting of numerous vertical bars of varying heights and shades of teal, creating a stylized, abstract background.

The background is a solid orange color. In the top-left corner, there are three vertical bars of varying heights, each composed of several overlapping semi-transparent orange circles. In the bottom-right corner, there are four vertical bars of varying heights, also composed of overlapping semi-transparent orange circles.

**By a show of hands, how many of you have served on a college committee, council, or work group?**

For those of you who have not served on committees, councils or work groups...  
**how do you find out about  
what happens in college  
governance groups?**



For those of you who have not served on committees, councils or work groups...

**How do you share your thoughts and input regarding campus decisions?**



For those of you who serve on committees, councils or work groups...

## How would you describe your experience?

- What is working well?
- What suggestions would you make for improvement?

**Thank You!**





# Feedback from Classified Staff

**During the Classified Senate presentation, the following suggestions were provided:**

Create goals for each committee annually

Develop an orientation for new governance group members (general overview of roles and responsibilities and expectations for communication)

Create a glossary of governance and campus terms and acronyms

Develop a summary or newsletter regarding campus-wide decisions and critical governance group work - publish in the weekly digest

Incorporate feedback and participation of Foundation/Auxiliary employees into Classified Senate representation on governance groups

Foster a campus culture that promotes professional development and governance engagement among classified staff