Introduction:

Shared governance is a hallmark of a transparent and healthy organization. When all parties have the opportunity to be informed and participate in the process, the integrity of the College and its commitment to serve students is affirmed. It is important therefore, that the shared governance mechanisms are reflective of and aligned with the processes and the desired outcomes.

Background and Rationale:

At the October 23, 2013 College Council meeting, there was much discussion about the structure of College Council, specifically the standing committees. Committee members remarked that over the years, the standing committees of the Council had proliferated to a point where the structure and process was becoming burdensome. Illustrative of the concerns expressed were the following:

1. As the number of issues of the College increased so did the number of sub-committees. However, there was not a disciplined appraisal to ascertain the efficacy of the issues in relation to the sub-committees.
2. The number and the concomitant workload of the sub-committees exceeded the number of people who were available to serve. Oftentimes, the same participants would serve on multiple committees. This led to committee fatigue and in some cases sub-committees were inactive.

Action Plan:

College Council members agreed that the sub-committees scope and purpose should be revisited. To that end, the President of the College agreed to develop and present a plan to College Council that would streamline the structure and process without compromising the goals of the Council. This could include the consolidating of some committees with complimentary goals, creating new standing committees where necessary and/or expand the charge to the committees. It was underscored that any modification to the structure and process have a cogent rational as how this new structure would strengthen the shared governance process.
1.1. Review of the Proposed Re-Alignment:

Over a period of five months, the proposed re-alignment has been shared with the College Council and vetted with the following groups:

1. Academic Senate
2. Classified Senate
3. AssociatedStudents
4. Workgroups (Department Chairs, Council of Deans, Student Services Council, Learning Resource Center, Grievance Committee, Financial Aid Appeals Committee)

1.2 Process Flow:

While still a work in progress, the revised structure is intended to provide opportunities for stakeholders to participate in the shared governance process. The process flow describes the role of each of the major constituent groups. There is particular acknowledgement about the right of the faculty, though the Academic Senate, to have propriety responsibility in the formulation and submission of faculty and instructional recommendations to the president of the college.

1.3 Length of Participation on Subcommittees:

Co-Chairs – To ensure campus-wide leadership opportunities, the maximum duration for faculty and classified staff to chair or co-chair a sub-committee of the Council will be for two years.

1.4 Review of the Process:

In consultation with the college president, the College Council will conduct annual review its scope, structure and processes.