



C U Y A M A C A  
· C O L L E G E ·

# Governance Retreat

Friday, December 8, 2017

# Agenda

- 10:00a Welcome and Overview of Current Governance Structure
- 10:30a The Why: Guiding Principles for Our Governance Work
- 11:30a Common Terms and Definitions for Participatory Governance
- 12:00p Lunch
- 12:30p Integrated Planning Process Revision
- 1:15p Governance Group Member Roles and Responsibilities Discussion
- 1:45p Wrap-Up and Next Steps

# Goals for Today

- Develop **shared terms and definitions** related to participatory governance groups and processes
  - Identify **roles and responsibilities** for governance group members
  - Discuss needs related to **governance group documentation** (e.g., standard template for meeting agendas, minutes, goals, outcomes reporting)
- + \*\*Develop **guiding principles** for our governance reorganization work\*\*

# The History of Our Governance Work

*Cuyamaca  
College Council  
Discussion*



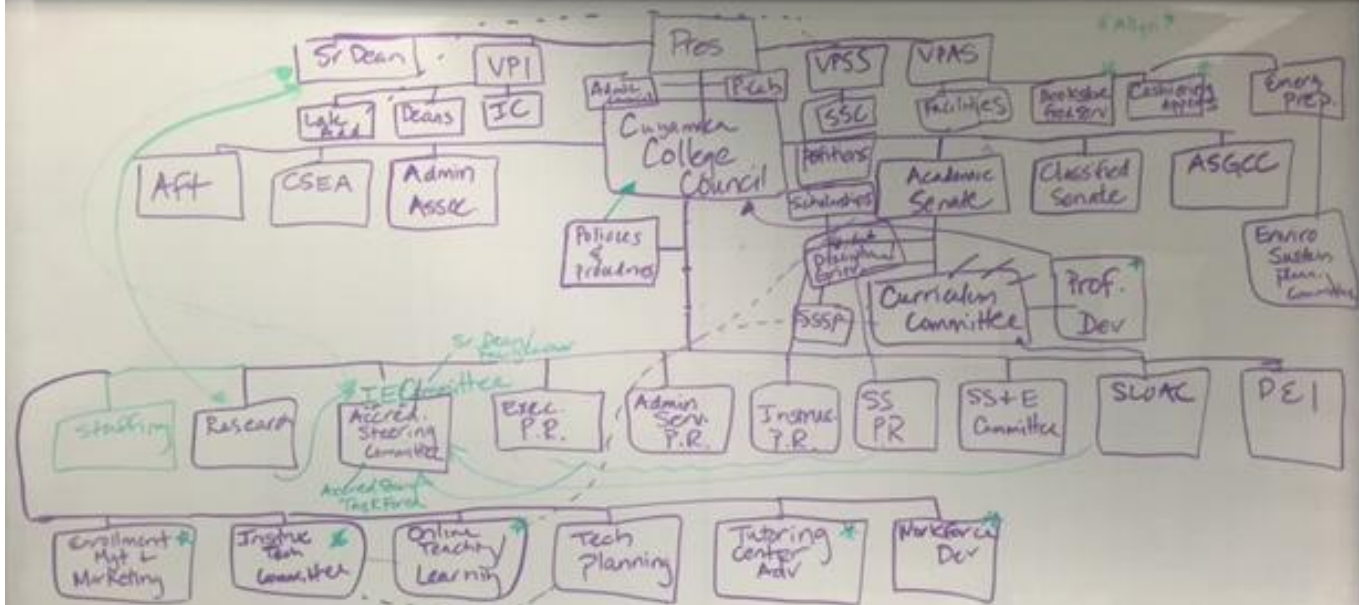
# Governance Redesign Achievements To-Date

Technology Committee Revision

Institutional Effectiveness Committee (formerly Research Committee)

***But there's still more work to do!***

# **Taking Stock of Our Current Governance Structure**



# Cuyamaca's Current Governance Groups

- Accreditation Steering Committee
- Administrative Council
- Administrative Services Program Review & Planning Committee
- College Technology Committee
- Curriculum, General Education and Academic Policies and Procedures Committee
- Cuyamaca College Council
- Diversity, Equity & Inclusion Committee
- Emergency Preparedness Committee
- Enrollment Management & Marketing Committee
- Environmental Sustainability Planning Committee
- Executive Program Review & Planning Committee
- Facilities Planning Committee
- Institutional Effectiveness Committee
- Instructional Council
- Instructional Program Review & Planning Committee
- Late-Add Class Petition Review Committee
- Online Teaching & Learning Committee
- Petitions Committee
- Professional Development Committee
- Scholarship Committee
- Student Center Advisory Committee
- Student Discipline & Grievance Hearing Committee
- Student Learning Outcomes & Assessment Committee (SLOAC)
- Student Services Council
- Student Services Program Review & Planning Committee
- Student Success & Basic Skills Committee
- Student Success & Equity Committee
- Tutoring Center Advisory Committee
- Workforce Development Committee



# Perspectives on our Governance Structures and Processes: **Faculty**



# The Details

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- 82 Full time Faculty
- New Faculty:
  - 20 Tenure Track:
    - 2 1<sup>st</sup> year
    - 12 2<sup>nd</sup> year
    - 1 3<sup>rd</sup> year
    - 5 4<sup>th</sup> year
  - 1 Non-Tenure Track

# Want to see how busy you are?

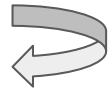
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- 78% of FT Faculty are serving on at least 1 committee (64/82)
  - 18 no current committee service
  - 25 serve on 1 committee
  - 15 serve on 2 committees
  - 8 serve on 3 committees
  - 9 serve on 4 committees
  - 3 serve on 5 committees
  - 3 serve on 6 committees
  - 1 serves on 7 committees

Does NOT include  
Screening Committees



# Perspectives on our Governance Structures and Processes: **Classified Staff**

- **Need for clearer delineation of member duties & committee purpose.**
  - What role do I play?
  - Context- playing catch up
- **Need for shared vision and goals to connect to the above.**
  - How can we measure our effectiveness as a group and as individuals? Are we doing our job?
  - Accountability
- **Need for improved efficiency & streamlining of communication.**
  - Lack of clarity in reporting/recommendation structure/decision-making= confusion.
- **Transparency & clear links to decision making and planning.**
- **Participation factor!**
  - Never enough people or time.
  - Have to be strategic in our utilization of resources and expertise. Efficiency is key.
  - Is constituent representation consistent or equitable? Culture change around ability to serve.
  - Fear of not being heard or valued.

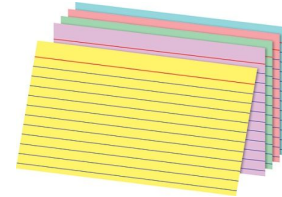
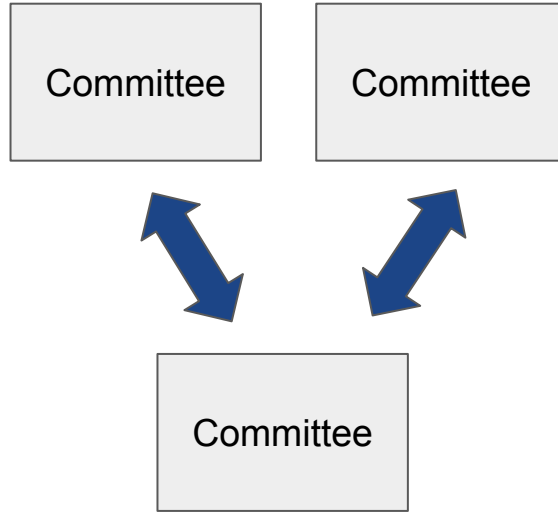


# Activity 1: Map Out Our Current Governance Structures

## Questions for Consideration:

- Where would you find out about our governance structure?
- Which committees report to College Council?
- Which committees report to the Academic Senate?
- How are other committees structured/to which group or body do they report?

## *Your Illustration Tools:*



# Activity 2: *The Why* -- Guiding Principles for Our Governance Work

What are the **strengths** of our current governance...

- Structure?
- Processes?

What are the **limitations** of our current governance...

- Structure?
- Processes?

*Engage in discussions at your table and report back to the larger group*

# **The Why: Guiding Principles for Our Governance Work**

*Now, considering what you discussed at your table on our governance strengths and limitations...*

What two things are the most important principles to guide our governance work moving forward?

*Engage in discussions at your table and report back to the larger group*

# **Governance Terms & Definitions**



## **Activity 3: Let's Talk Governance**

How would you define participatory governance at Cuyamaca?

What terms do we use to describe our governance groups?

How do the terms we use relate to each group's structure or function?

# Let's Talk Governance: GCCCD Definitions

## Council

Councils are composed of administrators and/or executive representatives of faculty, staff, or student organizations. A council often directs the work of numerous committees or task forces. A council meets regularly and serves as an executive advisory body.

## Committee

Committees are composed of a variety of individuals whose scope of work is narrower than a council. A committee reports its recommendations to senior administrators or a council. Committees typically have an ongoing purpose and meet regularly.

Steering committees are charged with overseeing and directing large scale initiatives and may oversee other committees or subcommittees.

Screening and interview committees screen applications for the most appropriately qualified applicants to interview, conduct preliminary interviews, and recommend applicants for final interviews.

## Task Force

A task force may be composed of a variety of individuals relevant to its purpose. Task forces are created to address a specific issue and meet until its charge has been completed. Upon conclusion of the task, the group is disbanded.

# How would you define our different governance group categories?

**Council**

**Committee**

**Task Force**

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*Which of these groups should be participatory governance groups?*

# **Wrap-Up and Next Steps**