

Clackamas Community College

Code: **105GBB**
 Adopted: 9/14/05
 Orig. Code(s): 105

~~Decision Making~~ **Shared Governance**

A primary objective of the College is to empower greater numbers of participants in the operation of the College through shared governance. The concept of shared governance is to provide staff involvement in decision making in a climate of mutual trust and respect. The goal of shared governance is to reach solutions through a collaborative decision-making process.

The benefits of shared governance include:

1. A greater understanding and acceptance of decisions;
2. A greater identification with decisions and therefore greater commitment to their implementation;
3. A broader perspective of College objectives and of the ways to achieve them;
4. The promotion of cooperation, mutual understanding, team identity and coordination;
5. Increased opportunities for conflict resolution through consultation and consensus building;
6. The expertise, insight and analytical skills from a broader base of individuals throughout the organization.

The President and Presidents' Council will develop guidelines as needed for the implementation of shared governance.

OR

~~Central Value:~~—The College maintains an open and inclusive organizational structure which enables all staff members to participate in the decision-making process:

1. ~~•~~—Institutional direction is driven by information received from the staff, the students, and the community;
2. ~~•~~—All employees should have a clear understanding of how they are connected to the decision-making process;
3. ~~•~~—We achieve a balance of decentralized and centralized decision-making;
4. ~~•~~—We maintain an organizational audit with the goal of continuous improvement;
5. ~~•~~—We are flexible and able to develop contingency plans to adjust to a changing environment;

6. We are constantly in the process of defining and dispelling ambiguity but able to accept a certain amount of uncertainty;
7. We are constantly seeking direction from the appropriate stakeholder groups regarding policy and curriculum development.

END OF POLICY

Legal Reference(s):

ORS 341.290(2)