

PRESIDENTS' COUNCIL

Minutes

October 15, 2019

MEMBERS PRESENT:

President Tim Cook

Vice President Alissa Mahar

PTF President Leslie Ormandy

CHRO Melissa Richardson

Vice President David Plotkin

FTF President Dustin Bates

Admin/Confidential President Matt Goff

Recorder Denice Bailey

SHARED GOVERNANCE

Tim said in looking back through some historical documents, it appears the college revisits shared governance about every five years. Communication seems to be a consistent problem, along with what shared governance really means. We will do what we can to improve shared governance for the college.

These historical documents were posted on the committee web page, and Tim walked the group through them. There is good information there, and we may even be able to use the timeline from the previous work. We may want to include more folks in this work in the future – in the past, people were added and it was called Expanded Presidents' Council. He encouraged the group to read the Visions to Reality document.

Tim asked:

- What is the problem we are trying to solve?
- What outcome do we want?

Responses:

- Everyone may have a different outcome desired. We need a definition and clarity around what is and is not shared governance.
- Everyone accepts the process. Tim asked how we will know that everyone accepts the process. Take a vote?
- We need to define shared governance and due diligence, and that may clear up some conflict.
- These are overarching things the college needs to resolve. Are we solving that problem or are we looking at Presidents' Council processes specifically?
- Everyone who needs to know about something hears about it before it happens. Make communication dissemination work well and hold people accountable for it. Tim asked how we know who is accountable and what mechanisms do we have for holding people accountable.

Matt shared what he has recently read in a white paper on shared governance. The paper discusses authority vs. accountability and committee structures, which may be helpful in this work. Denice will email the document to the group.

Since association presidents change regularly, we need to re-affirm shared governance principles often. We don't want to change rules from year to year, but need to make sure that everyone in the college knows the rules. Perhaps we should set up a schedule to re-assess after a certain number of years. It could include climate survey about shared governance to see if people think it is working.

The group discussed if a survey is needed now. There is some feedback in the DEI survey that we can reference. We would want to know what people would like to see different or changed in the shared governance process. Tim said a survey may be part of PC's work. We have to design how we are going to engage everyone as part of this work.

Tim confirmed the desired outcomes:

- Definition of shared governance and due diligence
- Acceptance
- Assessment
- Communication

Tim asked where we should go next. Dustin said let's see the documentation we have first and if it still resonates. Then reach out to rest of the campus to solicit feedback. Let's see how PC and CC work within those parameters. Alissa asked if we should be researching for existing models as a comparison. David said let's start with what we have for now, then figure out how to pull the community in. If it doesn't make sense at that point, we can look at other research. This is a reaffirmation or refresh on shared governance, and we want to get people motivated behind it, not as just checking the box, but a way to get a better result.

Tim said we need a transparent process that people buy into, trust, have a chance to engage with, and understand. He thinks figuring out the communication piece is going to be the difficult work. Matt said sometimes the information is out there, but how do we get people to read it. Alissa agreed - sometimes regular communications get ignored and may have important information.

Tim asked the group, in preparation for our next meeting, to review all materials and Matt's white paper. We'll talk about them and definitions and a potential survey. We will look closely at existing structures (see documents under the 10/1/19 meeting on the committee webpage).

Invite Lisa Anh to next meeting.

ASSOCIATION REPORTS

ASG – Ashley reported:

- National Coming Out Day and Hispanic Heritage Month are being celebrated.
- There will be a Dia de los Muertos event on November 1.
- ASG is forming goals for the year and the main one is on improving student retention rates.

Classified – No report.

PTF – Leslie reported:

- Bargaining on going.
- The PTF group email is tentatively repaired.
- There are some PTF office issues she is dealing with.

FTF – Dustin reported:

- The grievance chair is on sabbatical, so there is no one to run that right now. They are looking at the grievance committee and will be refreshing it and looking for new members.

- Unit plans are due soon.
- Assessment reports and plans are due in a couple of weeks.
- The building refresh is coming on line.

Admin/Confidential – Matt had nothing to report.

College Council – No report.

Adjourn 4:29 pm