

PRESIDENTS' COUNCIL

Minutes

November 5, 2019

MEMBERS PRESENT:

President Tim Cook

FTF President Dustin Bates

PTF President Leslie Ormandy

ASG President Ashley Magaña

CHRO Melissa Richardson

ACE Co-President Kelly Lawrence

Admin/Confidential President Matt Goff

Recorder Denice Bailey

Guests: Lisa Anh Nguyen, staff and faculty members

SHARED GOVERNANCE

Tim reminded the group that we are reviewing documents from previous work on shared governance. He asked guests to the meeting not to participate until after the core group has finished discussion.

PC members discussed the Visions to Reality document. It has a chart of the connections between committees and college bodies. It is helpful to see those connections. It also covers who has what role as far as decision-making. It may be a good place to start. Tim was impressed by the document and agrees we may be able to use some of it.

The group discussed the Shared Governance Report submitted by Matt. It states that there is no universal set of practices that work for all institutions, it must be unique to each. We have to determine what the practices are for CCC. People focus on process, but focus should be on outcomes - institutional outcomes, retention, completion, etc. It talks about the importance of connecting the governance structure to the strategic plan. Tim said seven words emerged around best practice: trust, collaboration, communication, transparency, inclusiveness, honesty, and integrity. We do have an issue with trust at the college and need to examine that. How do we make sure we are communicating what is happening so people can take it in? He would be happy to share this document with anyone interested, but it isn't a roadmap.

Tim said CCC is developing a new strategic plan that will take us to 2025. Shared governance should reflect the plan on where we want to go, but it won't be finalized for another year. We can't wait a year to fix shared governance. He is not sure if our existing structure allows for authentic communication and authentic accountability. Making a change will take a lot of time and he is concerned that we may not have the capacity to do it.

The rest of the documents were considered good documentation around what people were hoping to accomplish. This changes with time and will always have to be revisited. Tim said some pieces have been consistent and that may be enough to get us through this year.

Tim then opened the conversation to the guests.

Kat Long asked about the role of the association president in the graphic from Visions to Reality. She would like people who choose to not belong to the union feel they still belong to a group. How can we better see ourselves as faculty and not necessarily connected to union?

Tim said not all aspects of the college fall into those categories and used the food service committee as an example. The signage committee is another. How do we engage people on topics and how do we know who is interested? And how do PT folks learn about it and find out how to participate? It is complicated. Presidents' Council may feel like a lot of pressure for association presidents, with the responsibility to bring information from the whole association and to disseminate information from the meeting to the whole association. When there is a new committee or task force, where do we go for participants? How do we engage in the larger campus as a whole? If not through the association president, what avenue do we have for communicating? We need to think about the structure. Maybe some committees need to have a subject expert instead of the association president.

Nora Brodnicki suggested reviewing the College Council Recharge documents. She said we do the work, but don't always finish it. There are just not enough full-time faculty. It is hard to find time to do what she was hired to do, which is teach. Tim agreed that we have a very high student to staff ratio. We need more resources.

Tim said we invited Lisa Anh Nguyen to PC to talk about a possible survey. We may not be exactly clear on what we want to ask yet. We are trying to figure out a common definition of shared governance, how to improve communication, and address structural issues. We want to get some feedback from the college on this work. The group discussed details about the survey and what should be included and possible focus groups.

Beth Hodgkinson asked how we can involve students. Ashley said the first thing would be informing them. She doesn't understand shared governance even after attending these meetings. Communication with students is a struggle, but we have to make sure students know about it. They may have some good ideas. They need to know the "why."

Tim will work with Lisa to craft an initial survey and asked for volunteers to help. Matt Warren and Melissa Richardson agreed to participate.

ASSOCIATION REPORTS

ASG – Ashley reported:

- Day of the Dead event had 100 people in attendance.
- Warm Clothing Drive is going on.
- Hunger and Homelessness Week is coming up.
- Food Drive is ongoing.
- They are participating in equity lens training.
- Free food market serves 37 families each week on average , which translates 135 people.
- ASG is sponsoring a Native American talk.
- ASG is reaching out to area high schools.
- They are still working on the Hygiene Project.

Classified – Kelly reported:

- The OEA Council meeting is being held at the Oregon City Campus. Includes all associations.
- Bargaining is ongoing.

PTF – Leslie reported:

- Bargaining is ongoing.
- PTF are setting up a process for changes in lecture labs.

- They are beginning the Engage project. She is trying to contact people.
- She is serving on the OEA Board.

FTF – Dustin reported:

- He attended today's legislative breakfast, and said it went quite well. Representatives from our service district attended.
- FTF Senate meeting will be on Thursday.
- Chairs and Directors meeting is scheduled for Friday.
- OEA Council meeting being held on campus.
- Bargaining is ongoing.
- The FTF report for the November Board of Education meeting has a lot of good information in it.

Admin/Confidential – Matt reported:

- He is looking into a service project for admin/confidential –something for the entire group to participate in. A clean-up for the ELC may be the top choice.

Adjourn 4:42 pm