

Kattie Riggs

From: Jason Kovac
Sent: Monday, October 3, 2022 12:35 PM
To: Jil Freeman; Eden Francis; Adrienne Phillips; Jenny Miller; Jason Kovac
Subject: Shared Governance Redesign--all the latest!

Hello, you amazing members of the CCC community!

Checking in with news regarding our Shared Governance Redesign efforts. You'll recall that this work started in the 20-21 academic year, when our Learning Teams did research (via interviews and readings) about best practices in shared governance. During the 21-22 year, our Design Teams turned those best practices into six unique structures for consideration. Our Shared Governance Advisory Group synthesized those models into a draft recommendation for your review, and used your feedback to refine that recommendation in the late Spring of last year; our latest version of the recommended structure (and related documentation) is [online here](#). All of the roadmaps, work products, and presentations that these teams have created so far are available on [our Shared Governance website](#).

Now we can move into the third phase of this work—where we add depth and detail related to how our new structure will work. Over the next two terms, we have two tracks of work to focus on:

- **Building a more robust Shared Governance Handbook.** Using the values, principles, and best practices that have been identified by our Learning and Design Teams, we'll create chapters of a new handbook, which will serve as a key reference point for **how** we want our new Shared Governance structure to function. The Shared Governance Advisory Group will form the core of the group doing this work (breaking into subgroups to work on discrete chapters).
- **Creating and testing charters for our new Shared Governance Councils.** Our recommended structure includes five Councils, and two oversight groups. The synthesis of Design Team input has given us a solid foundation regarding the intent of each group—and, we need to add detail and description for each Council. These charters will also need to name specific roles that will have standing membership in each Council (and affirm that Council meetings will be open to all members of the College community). Finally, this group will help us test and improve the evolving drafts of these charters via application of case studies (fall term), and a full system practice run through (winter term).

Neither of these efforts will be fully complete by the end of winter term—our Shared Governance handbook will continue to grow over time, and our Council charters will evolve in the coming years. However, by focusing on creating a strong core of the handbook, and strong starting points for these Council charters, we are confident that these tracks of focused work will help us move towards a successfully implementation effort later this academic year.

Y'all will remember that Jil and I have been very fortunate to work with dozens of team leads, ambassadors, and coordinators over the course of this process. We're very happy to report that several new members of the CCC community have stepped up to serve in coordinator roles for the two tracks described above: many thanks to **Jenny Miller, Adrienne Phillips, and Eden Francis** for helping lead this work! We're also working on identifying a fourth coordinator, and will be sure to celebrate them as soon as they are on board. Jil and I have drafts of the roadmap (with dates and goals) related to our two tracks of work for AY22-23; as our coordinators come on board and help refine those documents, we'll get them posted on the Shared Governance website, as well.

How can I get involved, you might ask! So many different ways—here are a few:

1. Later this week, Jil and I will be visiting Presidents' Council, and asking for their input regarding who should be invited into the small work groups that will be developing charters for each of these new Councils. If you have some expertise, experience, or a job-related role to play in one or more of these Councils—please reach out to Jil, myself, or any member of Presidents' Council, so we can add you to the list of potential invitees.
2. If you'd like to get involved in authoring sections of the Shared Governance Handbook, please reach out to Jil or myself.
3. If you have ideas for case studies that would be meaningful ways to “stress test” the draft charters, please reach out to Jil or myself.
4. Invites to participate in (or observe) the practice run through using our charters and handbook sections will be shared in mid- to late-winter-term (stay tuned).

If you have other ideas for ways you'd like to get involved, please let us know. The strength of our final product will only increase, as more people get involved!

We appreciate your continued support, involvement, and collaboration. You rock!

Jason, Jil, Jenny, Adrienne, and Eden

This message was sent to the all-staff email list.