

## ***Authoring language for the Shared Governance Handbook***

### ***CCC Presidents' Council***

***Fall 2022***

*Our Shared Governance Redesign efforts are intended to empower members of the CCC community with reliable information about the systems, structures, and processes involved in decision-making at the College. During the Design Teams phase (AY21-22), six teams had a chance to review Shared Governance Handbooks from peer institutions; several of those examples included language about the relationship between Labor Associations and shared governance structures at those peer institutions. While design teams were not asked to create a CCC version of language describing this relationship as part of their efforts, the design teams did ultimately recommend that our CCC handbook include a version of that language--an interest stemming from the core goal of empowering people with information about how this place works. The learning teams and design teams who have been a part of the redesign efforts recommended that participation in shared governance not be exclusively based on association membership or affiliation, but instead rooted in expertise, experience, role, and how folks are impacted by the decisions being made.*

*The questions below are intended to serve as a scaffold for a description that could be included in our CCC Shared Governance Handbook. The Shared Governance Redesign team will look to Presidents' Council to respond to these questions, and add other language that would be meaningful to include in a description of the relationship between Labor Associations and the shared governance structure at CCC.*

1. What unique expertise, experience, and insight have CCC association leaders cultivated in doing the work of representing members of their employee groups?
2. What topics/subjects should be declared out-of-bounds from the shared governance process (because they are explicitly in-bounds with bargaining, or management rights, or need to be addressed in partnership between administration and association leadership)?
3. Let's fast forward five years into the future; you've heard from someone at a peer institution, who wants to visit CCC, because we've built an especially effective model for connection between associations, Executive leadership, and decision-making processes. What dream state would you want to be able to describe to this person, as our fully-implemented reality at CCC? What practices, agreements/commitments, behaviors, or other norms would need to be in place to support that dream state being possible? What are employees outside of Association Leadership and Executive Leadership experiencing, because of this effective model?
4. What other language do you believe needs to be included in the Shared Governance Handbook, to most accurately describe the relationship between Labor Associations and the shared governance structure at CCC?

*Members of Presidents' Council are invited to work together in responding to the questions above, or to form subgroups and create a synthesis of different drafts, if preferred. Jason and Jil are standing by to assist as needed.*