



SHARED GOVERNANCE UPDATE
HEAR FROM EACH OF THE COUNCILS

Presented February 27, 2026



**SHARED
GOVERNANCE
COMMUNICATION**



WELCOME

Thank you for attending
today's Shared Governance
update.

This meeting is being recorded.

SG Communication Corner

The screenshot shows the myClackamas website interface. On the left is a dark blue navigation sidebar with the Clackamas Community College logo and a 'Sign Out' button. The main content area has a red header with 'myClackamas' and a list of news items. Below this is a 'Shared Governance' section, which is circled in red. This section contains a list of various councils and groups, each with a plus sign to its right. To the right of the main content, there are sections for 'Enrollment' (with a '10K' badge), 'Microsoft Power BI', 'Finals Sc.', and 'Final Week Schedule'. At the bottom right, there is an 'Office 365 Applica' section with icons for Outlook, Word, and Excel.

Shared Governance	
Announcements	+
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Oversight Group	+
College Operations Council	+
Finance Council	+
People and Culture Council	+
Student Support Council	+
Teaching and Learning Council	+
Process Support Group	+
Training Materials and Templates	+

This is a reminder where you can find information regarding Shared Governance.

- **myClackamas**
 - Home page/Landing page
 - Scroll down toward the bottom left-hand side.

SG feedback

- This is a reminder that you can provide feedback regarding Shared Governance.
- **myClackamas**
 - Home page/landing page
 - Scroll down toward the bottom left-hand side
 - Expand the "About Shared Governance" section

About Shared Governance

At CCC, Shared Governance is a structure for participatory decision-making regarding policies, procedures and the strategic direction of the college.

Values guiding Shared Governance:

- Transparency/Clarity
- Engagement
- Accountability
- Continuous improvement
- Empowerment

Shared Governance
Handbook

Shared Governance
Feedback



Oversight Group

Members

- Debra Mason, **Co-Chair**
- Kattie Riggs, **Co-Chair & Recorder**
- David Plotkin (Teaching & Learning)
- Carol Burnell (Teaching & Learning)
- Jeff Shaffer (Operations)
- Felicia Arce (Operations)
- Danielle Hoffman (Student Success)
- Josh Aman (Student Success)
- Melissa McCormack (People & Culture)
- Sarah Steidl (People & Culture)
- Christy Owen (Finance)
- Mark Yannotta (Finance)
- Lori Hall (Process Support)
- Jenny Miller (Process Support)
- Casey Layton (DEI Community of Practice)
- Tim Cook (Executive Team)



Purpose

The Shared Governance Oversight Group will serve as a guiding body for participatory decision-making related to policies, procedures, and the strategic plan work to move the college forward. This group will provide collaborative and transparent leadership, grounded in strategic equity- and data-informed processes, to evaluate and openly discuss matters in which a decision, recommendation, and/or feedback may be needed. The group will be responsible for ensuring alignment between CCC's Strategic Plan and Council work, ensuring progress and revising or creating new plans as needed to meet the college's goals.





DEI Community of Practice



Members

- Casey Layton, **Moderator**
- Tina Francisco-Evans, **Recorder and People and Culture**
- Kirby Gleason, **Process Support Group**
- Erin Gravelle, **Operations**
- Amy Cannata, **Finance**
- Lizzie Sauber, **Student Success**
- Csea Leonard, **People and Culture**
- Martha Bailey – **Equitable Teaching & Learning**



Building Confidence Using The Cougar Pause

- Liaisons actively building confidence through hands-on practice
- Learning how to surface meaningful equity insights
- Strengthening our ability to document key themes and next steps
- Co-creating what effective process reporting looks like
- Engagement is high

Encouraging you to start using the Cougar Pause





Teaching and Learning Council



Members

- David Plotkin, **Co-chair**
- Carol Burnell, **Co-chair**
- Kelly White, recorder
- Martha Bailey
- Dustin Bare
- Katrina Boone
- Jennifer Bown
- Armetta Burney
- Kari Hiatt
- Jane Littlefield
- Sarah Parker
- Scot Pruyn
- AJ Smith
- DW Wood
- Jil Freeman



Priorities for 2025–26

- Implement the Institutional Strategic Priority: Excellence in Equitable Teaching and Learning
 - Consider progress and adjust indicators
 - Identify and promote professional development opportunities
- Support New or Re-emerging Committees Related to Strategic Issues Identified by the College
 - Facilitate wraparound support for curriculum in Spanish
 - Facilitate the implementation of strategies, policies, and communication related to Artificial Intelligence (AI)
 - Provide a venue for conversation and feedback to a Guided Pathways Taskforce reconvened by the VP of InSS
- Provide a Venue for Discussing Emerging, Substantive Concerns or Opportunities in teaching and learning
 - Implement multi-modal means for college community to submit information.
 - Add as standing T + L Council agenda item: regular review/discussion of submissions
 - Share themes, trends, and projections with the college community and invite input.



Projects / Information

- Provided feedback to Global Learning Committee on study away handbook
- Gave input for the NWCCU Midcycle report
- Plan to review and provide direction regarding the Excellence in Equitable Teaching and Learning Strategic Priority in spring
- Discussed ways existing shared governance committee can provide input about teaching and learning technology

We need 1 or 2 more faculty members, especially from the Division of Arts and Sciences!



Next Public Meeting

Friday, March 6, 2-3:30 p.m.

Thoughts about agenda items or issues for the council or its committees?

Please email: SG_TeachingLearning





People and Culture Council

Members

Organizational Learning

Julia Nicholson (lead)
Alex Lam
Csea Leonard
Sunny Olsen
Ashley Sears
Maria Julia Sorrentino
Beverly Forney
Elena Zilar
Kelly Wilshire
Ami Collofello
Teri Olsen

Policy

Shirlee Miller (lead)
Kattie Riggs (lead)
George Burgess
Stephanie Murphy
Melissa Padron
Jennifer Pope
Aundrea Snitker
Anne-Mary Nash-Haruna
Joan San-Claire

Wellness and Recognition

Casey Layton (lead)
Michelle Baker
Miranda Butler
Tina Francisco-Evans
Miranda James
Liz Koch
Adam Wickert

Co-Chairs: Melissa McCormack and Sarah Steidl



Priorities for 2025–26

- **Organizational Learning Committee**
 - SharePoint implementation
- **Policy Committee**
 - Review policies under purview of the committee
 - College community participation in the policy review process
 - Continue to create information and documentation regarding policy review
- **Wellness & Recognition Committee**
 - Applying for wellness funding such as the Oregon Wellbeing Trust Grant
 - Will focus on Recognition by cataloguing current programs and building a resource library

Response to Climate Survey Findings

- **Organizational Learning Committee**

- Will continue to address knowledge management and communication issues through the implementation of SharePoint as the college's intranet solution

- **Policy Committee**

- Will work on addressing harmful behavior and establishing guidelines for a respectful workplace

- **Wellness and Recognition Committee**

- Will work to improve the experience of employees who report work related stress and emotional exhaustion



Key Highlights

- **Organizational Learning Committee**

- The intranet is named: **Clackamas Connect**
- There are confirmed design templates for departmental pages within the new college intranet.
- Consultants will be working to build out site skeletons for all departments and departments are working on identifying content editors.

- **Policy Committee**

- There are four Board policies posted on the CCC website ([Policies and Procedures page](#)) requesting college community input/feedback. The deadline is Monday, March 2, 2026.
- Working on an Administrative Regulation (AR)/Procedure standardized template

- **Wellness & Recognition Committee**

- Oregon Well Being Trust Grant Process & Results



Next Public People and Culture Council Meeting

- Friday, March 13, 2026, 1 – 2:30 PM via Zoom

How to become a member of the P & C Council

- Choose which committee you would like to participate on: Organizational Learning, Policy, or Wellness & Recognition
- Email SG_People-Culture@clackamas.edu requesting to become a member



Student Support Council

Members

- Danielle Hoffman, **Chair**
- Josh Aman, **Chair Elect**
- Jennifer Anderson, **Vice-Chair & ISP Co-Chair**
- Summer Baber, **Vice-Chair Elect**
- Isaiah Lee, **Recorder**
- *Daniel Dodd (**Student**)
- Joan Jagodnik
- Jessica Kissler
- *Ni’Cole Sims
- *Makayla Blackburn
- Mayla Morgan
- Elizabeth Sauber
- Yesenia Kozak
- Casey Sims
- Aundrea Snitker
- *Britany Ellerbrook
- *Emily Cavaliere
- *Margaret Mallatt



Priorities for 2025–26

Holistic Student Support

- Analyze **employee & EYES** survey data & determine appropriate next steps

Define Student Success for CCC

- Develop a shared definition and understanding of “Student Success” to empower and align our staff and faculty efforts (i.e., strategic planning, goal setting, unit planning, etc.)

Alignment of the SSC within the Broader CCC Ecosystem

- Define & clarify our Council’s role for the institution
- Serve as a liaison/partner to committees on student-focused college-wide initiatives

Progress to date- Newly Formed Subcommittees

- Holistic Student Support: Accreditation reporting
 - Connecting campaigns & efforts with results and supplying information to support decisions
- Holistic Student Support: Survey Review Subcommittee
 - Review survey results & identify areas of strength to celebrate & areas for growth
- Council Charter review
 - Plans to review member responsibilities, role of council in institution, and revise for clarity.
- Defining Student Success
 - Plans to gather input from students, CCC employees, and community members in an equitable manner.

Next Public Meeting

- Monday, March 9 3:00-4:30
- When meeting agendas allow, we will leave the end of our time open for comments, questions, & ***what's pressing for students?***
 - We want to hear about how our staff and faculty are engaging with our students to help us better understand their experiences & carry with us in our Council work
 - Or feel free to email us at SG_StudentSupportCouncil@clackamas.edu





Finance Council

Members

Finance Council (2025-2026)

Christy Owen (Co-Chair)

Mark Yannotta (Co-Chair)

Amy Cannata

Elizabeth Cole

Beverly Forney

Tami Harper

Julie Hugo

Anne-Mary Nash-Haruna

Jeff Shaffer

Lisa Shaw

Gabby Sloss

Jessi Snell

Adam Wickert



Priorities for 2025-26

- Fiscal Policy Review
 - Allowable use policies (Travel and Food)
 - Purchase cards
- Fee Fund Analysis (12) (Course fees, student fees, etc.)
 - Collect relevant data and create a summary report of findings (current state of resources and expenses) to be shared with the college community
- Support the Budget Advisory Subgroup (BAS) and work through the process



The life cycle of financial policy review at CCC

- **Why are we doing this work?** Many of our current policies have not been reviewed in a while. The current policies are inconsistent and confusing to the user. College financial policies should reflect stewardship and accountability of public dollars, be in line with federal and state rules, and consistent across the college.
- The Finance Council subgroups are in the **research phase** of policy review for Fees, Travel, Food, and P-Card usage.
- In addition to examining current practices at CCC, we are also looking at best practices and policies for publicly-funded institutions, including those policies at our neighboring community colleges.
- Once the research phase has completed, the subgroups will create draft policies that will be shared and discussed with Finance Council and then put out to the college community for public comment before the Finance Council moves forward. Once a policy is adopted, there will be a communication plan, training, and a phase-in period.



Next Public Meeting

- Friday, March 6, 2026 from 10:00 AM – 11:30 AM

Things coming down the pike

Complete our research work in our subgroups

Share survey about current fee usage with departments

Discuss membership and co-chair succession



Operations Council

Members

Co-Chairs: Jeff Shaffer and Felicia Arce

Jessi Alley-Snell
Ron Prince
Saby Waraich
Ashley Sears
Erin Gravelle
Delbert Dulley

Anne Innis
Hillary Abbott
Wesley Buchholz
Dennis Marks
Nora Brodnicki
Jim Martineau

Sunny Olsen
Breck Young
Greg Castaneda
Dale Kuykendall (Wenaha Group)
Nika Chernishov (ASG Rep)

New Member!!!



Priorities for 2025-26

- **Bond Logistics and Transparency**

- Clear logistics and transparent communication are essential to the success of Bond-funded projects because they build trust, accountability, and alignment across the institution. Bond projects often involve multiple departments, complex timelines, and significant financial investment; without well-coordinated logistics, efforts can become fragmented, leading to inefficiencies or delays.

- **Policy Review**

- Information Technology Services (ITS)
- Board Policies
- Emergency Management Plan Revisions

- **Standardize Use**

- Examine and define what standardized use means from an operational perspective.

Key Highlights (since last meeting)

Bond Update

○ Athletic Improvements

- Discovered issues with getting stuck in yellow parking lot where equipment for the softball athletic fields is being stored. Solution was easy, add a sign!
- Pulled a Cadillac frame and many more massive (VW size) boulders out of field

○ Art Stuff

- We are getting a Cougar sculpture made by a local artist the material used will be metal from CCC (including presidential and years of service coins).
- New large abstract painting placed at Harmony Campus

○ Plaza (aka quad area)

- First meeting with feedback group set for March 18th



Key Highlights - Continued

- **Drone Policy**

- Dennis is leading a taskforce, and we are going to begin reviewing and revising this policy. Kick off meeting March 11th

- **Food Services RFEI**

- Food service workgroup had their first meeting and are discussing options about the future of the café and what does that look like.

- **Commencement update**

- Staff and Faculty information will be sent out soon via email. Commencement is June 12th. Reply to e-mail with questions or email gradceremony@clackamas.edu



Next Public Meeting

- **March 4th 12pm-1:30pm** <https://clackamas.zoom.us/j/95370334132>

We will discuss much of the updates given here in greater detail as well as hear Committee reports from:

- Art Acquisition
- DAGG (Data Advisory Governing Group) & DIG (Data Information Group)
- Emergency Operations
- Food Services
- Grounds
- Red Flags Team
- Safety Committee
- Signage



Process Support Group

Members

- Lori Hall – **Co-chair**
- Jenny Miller – **Co-chair**
- Justine Munds
- Lucas Hann
- Kirby Gleason
- Joseph Traver
- Laura Lundborg
- Julia Nicholson
- Margaret Mallatt
- John Ginsburg
- Adrienne Scritsmier
- Sylvia Valdes

2025-26 priorities

- Process for SG assessment and template for measuring goal achievement
- Communication improvements
- Process Support Group Charter
- Processes
 - Guidelines for meetings
 - Adding council members
 - Student participation
 - How to form a SG committee





NEW! Council interest form

- **Centralized location:** One place to indicate interest in serving on a council.
- **Supervisor approval:** Confirms supervisor support and capacity.
- **Clear council selection:** Employees select the council or group they are most interested in, helping align interest with need.
- **Transparent information access:** Links to council webpages and charters.
- **Standardized contact information:** Consistent employee details (e.g., name, title, department) to streamline follow-up and selection.



NEW!
Council
interest
form

Shared Governance

Announcements +

About Shared Governance -

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Join a council

Shared Governance councils play an important role in shaping decisions across the college. Membership and terms vary by council, and some council positions are role-based. If you're interested in getting involved, [complete this brief interest form](#).

[Shared Governance Handbook](#)

[Shared Governance Feedback](#)





**Open space for
questions**

SHARED GOVERNANCE COMMUNICATION

Thank You for Tuning in.

SG_OversightGroup@clackamas.edu

