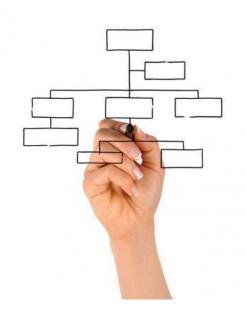


# Governance Redesign Update

**April 2018** 

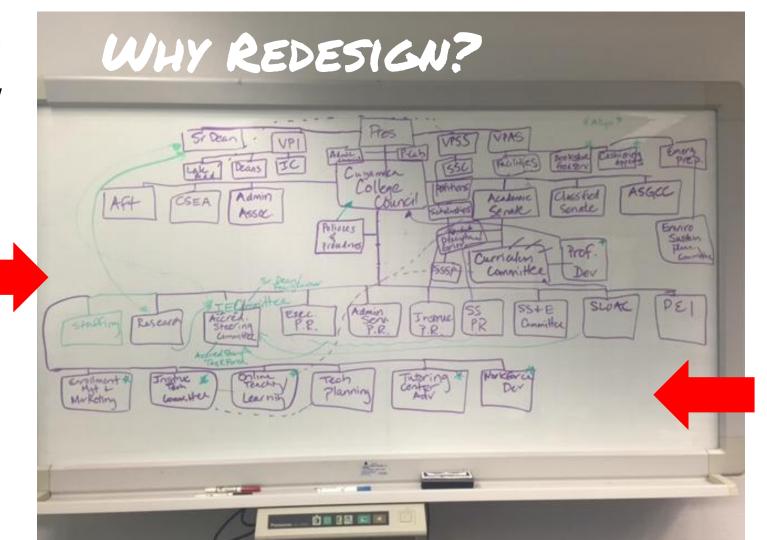
#### What is governance redesign?

A process by which we aim to improve our governance structures and processes





When the College Council co-chairs attempted to draw the College's governance structure in 2016, this is what they came up with...



#### Governance Redesign Timeline

#### 2016

## <u>College Council</u>

December 8, 2017 Retreat

February 27, 2018 Retreat

#### Governance Redesign Web Page



#### Institutional Effectiveness, Success, and Equity

Accreditation 2019
CCCCO Integrated Plan
College Planning Documents
Equity
Evaluation and Planning
Events

IEPI Institutional Research

Outcomes & Assessment Participatory Governance Redesign

Program Review

#### PARTICIPATORY GOVERNANCE REDESIGN

In 2016, the Cuyamaca College Council began documenting and discussing opportunities to improve its participatory governance structure. The initial product of this work was an illustration of the College's governance structure and the elimination or re-envisioning of a few specific committees. In 2017, the College engaged the assistance of an Institutional Effectiveness Partnership Initiative (IEPI) Partnership Resource Team (PRT) to assist with this governance redesign process (as well as student learning outcome assessment and integrated planning). With the help of the PRT members, the College developed an Innovation and Effectiveness Plan that included a one-year timeline for planning and implementing a redesigned and improved governance structure.

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In December 2017, the faculty, staff, administrators, and students were invited to participate in a governance redesign retreat to kick off the process. Roughly 30 members of the campus community participated in the retreat and identified the following guiding principles for the governance redesign process:

- Transparency
- Efficiency
- Representation
- Accountability
- Evaluation/Continuous Improvement
- Alignment
- · Clarification of Roles

The slides from the fall retreat are accessible via the link below. Participants at the the retreat reached consensus that the College should pursue an improved governance structure and process to be implemented in the fall 2018 term.



# Informed by retreat and survey participants...here are the Guiding Principles for Governance Redesign Work

Transparency

Efficiency

REPRESENTATION

Accountability

Evaluation/Improvement

ALIGNMENT

Clarification of Roles

### **Governance Redesign Goal for Spring 2018**

Propose a new, improved governance structure to the campus for implementation in 2018/19

#### **Governance Redesign Objectives**

- Document process for providing opinions/input on decision-making
- Facilitate engagement of campus faculty, staff, administrators, and students in participatory governance
- Clearly define and document roles and responsibilities of governance groups and members
- Integrate accountability into the governance group work
- Improve documentation and communication of governance structures, processes, and outcomes
- Improve governance structures and processes to more effectively advance strategic goals and priorities through regular evaluation

### According to Our Most Recent Shared Governance Handbook, these are Cuyamaca's Governance Groups:

- Accreditation Steering Committee
- Administrative Council
- Administrative Services Program Review & Planning Committee
- College Technology Committee
- Curriculum, General Education and Academic Policies and Procedures Committee
- Cuyamaca College Council
- Diversity, Equity & Inclusion Committee
- Emergency Preparedness Committee
- Enrollment Management & Marketing Committee
- Environmental Sustainability Planning Committee
- Executive Program Review & Planning Committee
- Facilities Planning Committee
- Institutional Effectiveness Committee
- Instructional Council
- Instructional Program Review & Planning Committee

- Late-Add Class Petition Review Committee
- Online Teaching & Learning Committee
- Petitions Committee
- Professional Development Committee
- Scholarship Committee
- Student Center Advisory Committee
- Student Discipline & Grievance Hearing Committee
- Student Learning Outcomes & Assessment Committee (SLOAC)
- Student Services Council
- Student Services Program Review & Planning Committee
- Student Success & Equity Committee
- Tutoring Center Advisory Committee
- Workforce Development Committee

But do all of these groups function as **participatory governance** groups? Are there groups that function as **operational groups?** 

## Which of these categories best describes the primary function(s) of this group?

### OPERATIONAL

- Exist to ensure the regular work of the College, including ongoing processes and tasks, are completed
- Focus on implementation
- May be cross-functional groups or department-specific groups
- Membership is based on expertise and/or role/membership within a department

### PARTICIPATORY GOVERNANCE

- Recommending bodies to the Executive Cabinet/President
- Focus on governance tasks and informing policy changes
- Broad representation from campus constituent groups

# How does this group's work directly relate to or support the College's strategic priorities?

- 1. Acceleration
- 2. Guided Student Pathways
- 3. Student Validation and Engagement
- 4. Organizational Health

# Which of the following best describes the overarching focus and function of this group?

- Implementation: Focused on carrying out college-wide, division-level, or other initiatives
- Planning and Evaluation: Developing plans and goals at any level (college, division, unit), evaluating progress toward goals, advancing data-informed decision-making
- Operations: Developing and carrying out operational practices/processes related to facilities, budget, personnel, technology and other resources

Are there other groups (committees, councils, task forces, work groups) on campus that have a charge/purpose similar to this group?

#### Recommendations from the group...

What would you like to see change about our participatory governance structures, processes, and/or communication?

Other feedback?

## How can you provide input to inform this work?

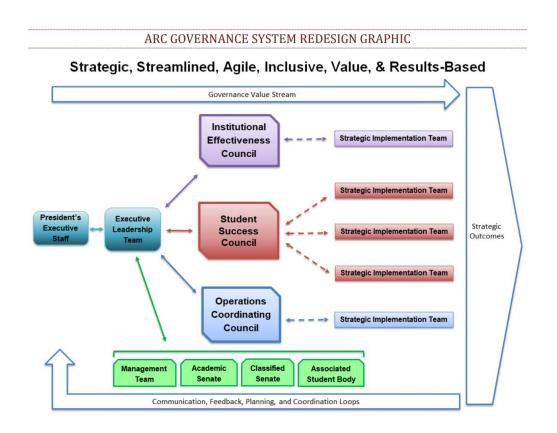
Through your committee work (discussions this spring, provide input to chairs)

Through the participatory governance feedback form: <a href="https://www.surveymonkey.com/r/955LMVB">https://www.surveymonkey.com/r/955LMVB</a>

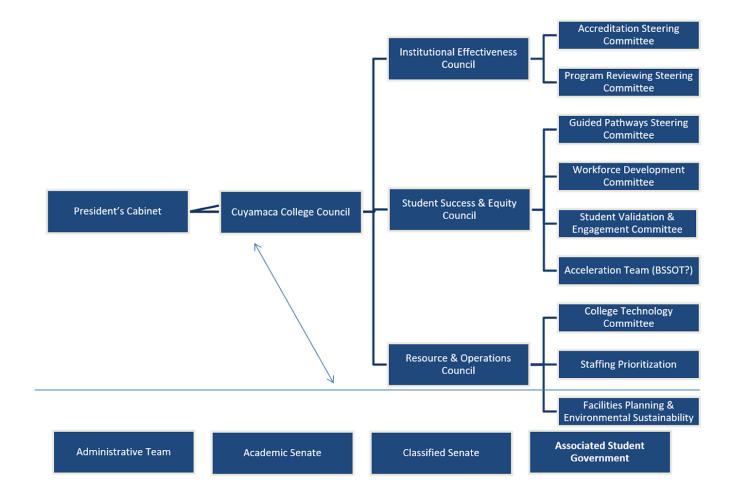
Through your constituent group (e.g., Academic Senate, Classified Senate)

Join us on April 23rd for our next governance retreat!

# The Inspiration for Our New Governance Model: American River College



#### **Proposed New Governance Structure**



#### **Preview of April Retreat**

- Review feedback from chairs and the campus community
- Propose and discuss a new governance model
- Discuss other recommendations for improving efficiency of the governance structure, communication, and accountability
- Discuss integrated planning model for 2018-19

#### **April Retreat Information**

# Tuesday, April 24th from 3:00pm to 5:00pm in I-209