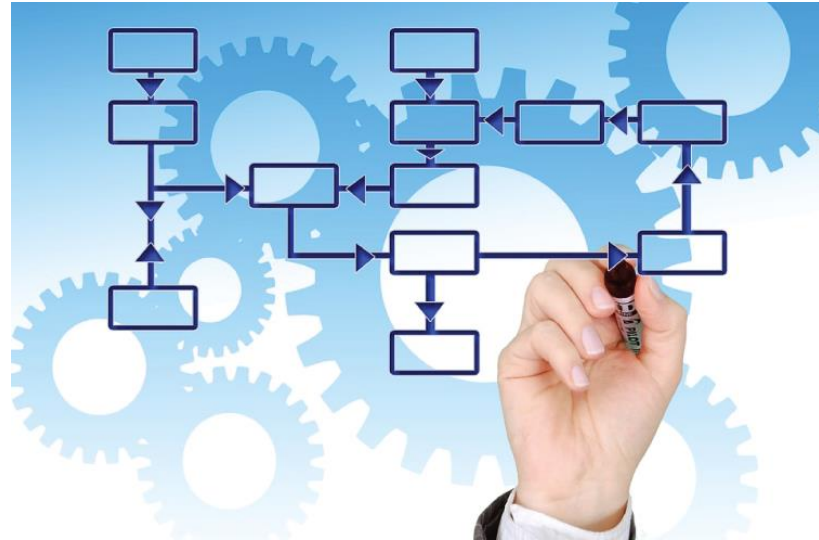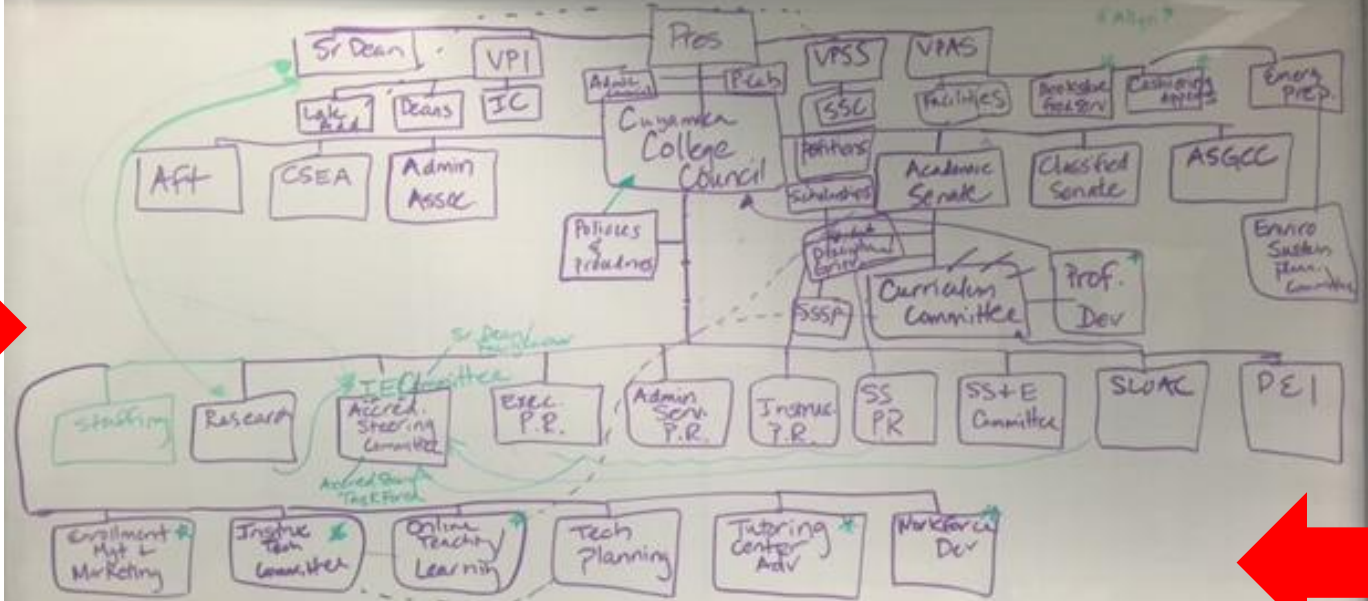# Governance Redesign Update

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

[Documentation from College Council](#)

December 8, 2017 Retreat

February 27, 2018 Retreat

Now

[Governance Redesign Web Page](#)

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

Participatory Governance

- 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

- 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)

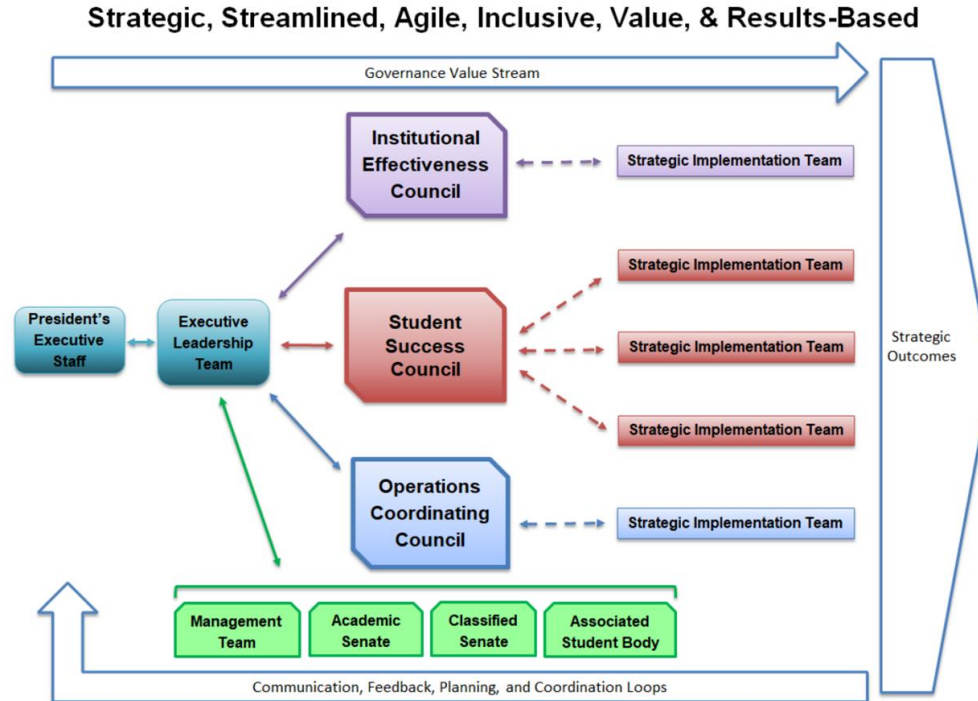Through the participatory governance feedback form:
https://www.surveymonkey.com/r/955LMVB

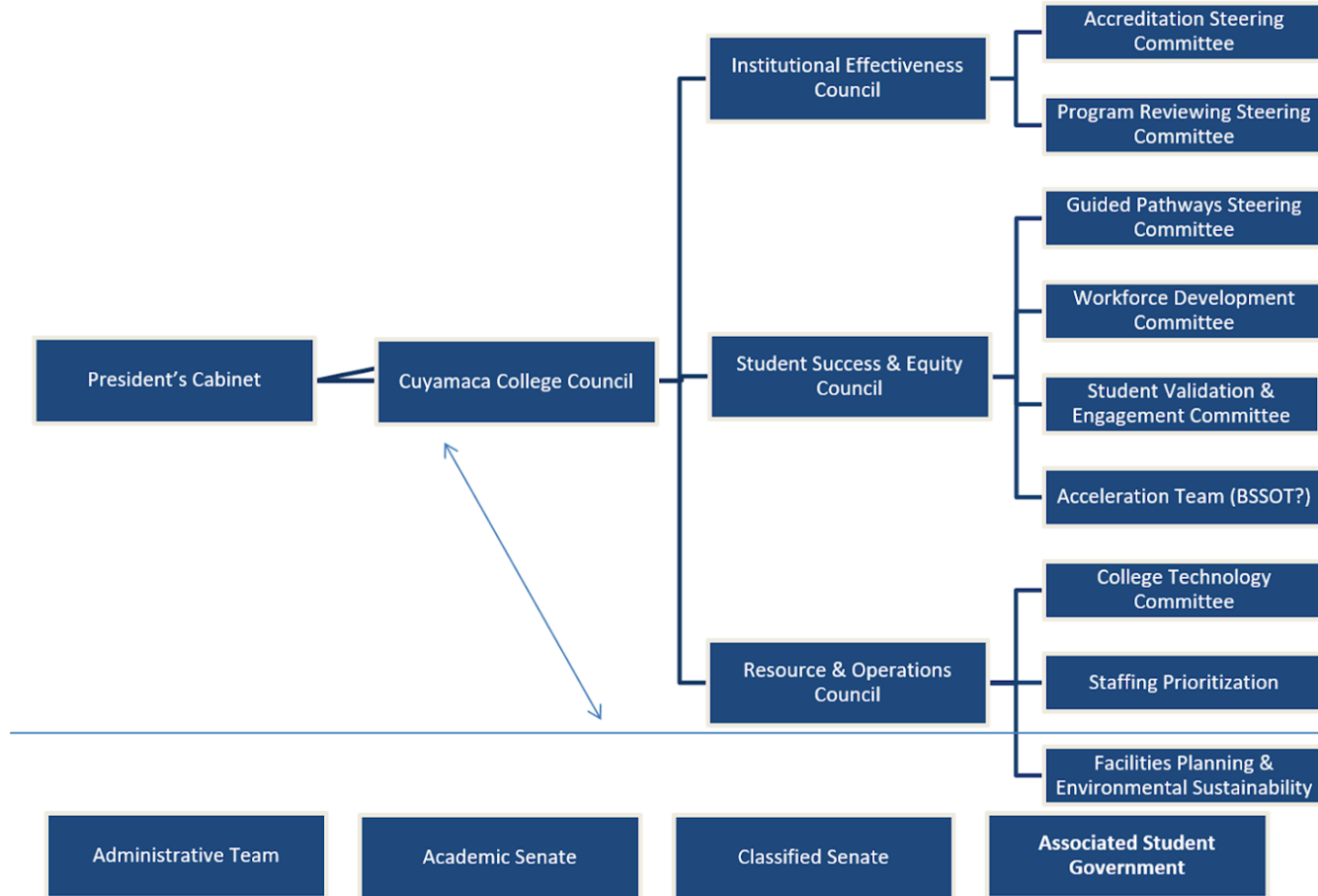Through your constituent group (e.g., Academic Senate, Classified Senate)

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

The Inspiration for Our New Governance Model: American River College

ARC GOVERNANCE SYSTEM REDESIGN GRAPHIC

Strategic, Streamlined, Agile, Inclusive, Value, & Results-Based

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