



Shared Governance at Foothill 2022

Update on Governance
Thought Partners Retreat
prepared for the Academic
Senate

February 1, 2022

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(AS representatives to the
Governance Retreats)

Background

- RP Group Assessment of Shared Governance and AS Letter of April-May 2021
- Shared Governance Task Force May 2021
 - Governance Memo
 - Charter approved by AS Senate & Advisory Council
 - June – August 2021 work & accomplishments
 - Paused mid August
- Interim governance council
 - 1 meeting early November 2021
 - Paused
- Equinimity Retreat
 - Trust/relationship building full day retreat hosted by Bernadine – December 10, 2021
- Governance Thought Partners Retreat
 - 10 participants invited: 3 AS, 3 CS, 3 ASFC, President
 - Scheduled weekly/bi-weekly (Fridays), 12:15-4:30 p.m.
 - Two sessions so far: January 21 and January 28
 - Next sessions scheduled for: February 11 & 25th

Student/ASFC statement (Jan 28th)

- Students want effective, empowered, and equitable participation in shared governance.
- Students recognize there is a question of representation – those representing students may not reflect diversity of student body.
- Students want meaningful and collaborative relationships with faculty, staff and administrators – would be great if we were given more opportunities to bond.
- Students see shared governance as an opportunity for community building.
- Students want more opportunities to make an impact – operational, planning, collaborate on policies, institutional practices. etc.
- Students can only be effective in this arena with a robust onboarding process.
 - Please remember students start behind others in terms of no pre-established rapport, institutional historical knowledge, and procedural knowledge (formal & informal).
 - Onboarding for fall should start in spring.
 - Need multiple opportunities for introductions – who are we in the room with? Who are we working with?
 - Be mindful of information overload.
 - Please provide a platform that centralizes all of the knowledge.
 - Documents, meeting notes, minutes, past communications, etc.

Proposals so far...

1. Start with 1 governance council on a trial basis

- Charged with oversight of college mission (creates guiding principles, visionary statements, strategic plans, etc.)
 - Not tactical or operational
- Membership: Combination of constituency-based + mission-based
 - College President (Chair/facilitator)
 - Rep(s) from ASFC, CS and AS
 - Unions (FA, ACE, Teamsters, SEIU, AMA)
 - Mission-based representatives
 - Transfer
 - CTE
 - Equity
 - Empowerment
 - Access
 - Community
 - Ex-officio (resource) as needed/determined by topic:
 - Finance, IR

Proposals so far...

2. Continue regular (frequency TBD) Governance Thought Partners Retreats to:

- Refine structure (consider creation of subcommittees as needs emerge being mindful to avoid redundancies and inefficiencies)
- Address emerging issues/check-in with each other
- Draft a governance handbook/onboarding course

Questions/Discussion Topics so far...

- Why aren't other administrators in the room?
 - What is the Admin Council, and what relationship does it have to governance?
- What is at the center of shared governance? What does shared governance mean to our college?
- What is the purview of a governance council?
 - What is the difference between governance and operations?
 - What about academic & professional matters (10+1)?
- What is the right structure (i.e. membership) of a governance council?
 - What is the relationship between leadership and representation?
 - What is the difference between constituency-based vs. mission-based?
 - What qualifications, knowledge and onboarding do members need?
 - How can honor expertise in an equitable and just manner?
- What is the right decision-making process for a governance council?
 - Democratic majority? Consensus?
 - Advisory vs. Consultative vs. Decision-making (binding)
 - What if different constituencies have different recommendations?
- How much ambiguity is tolerable?
- How can we heal from the past and rebuild trust?
- What is our mission?
- How can we ensure meaningful participation in governance while also not overburdening everyone?

Senate Discussion/Input

- Q&A
- Check in on components of mission – add/change anything?
 - Transfer
 - CTE
 - Equity
 - Empowerment
 - Access
 - Community
- Feedback on proposal(s)
- OK to start meeting? What conditions/requirements do you want to see met prior to your reps agreeing?