SPRING KICKOFF 2021

SHARING THE SPACE: MOVING TOGETHER TOWARD EQUITY, PART DEUX

SAN DIEGO MIRAMAR COLLEGE

WELCOME

- Welcome to Mid-year!

- Today's Agenda:
  - Revisiting our theme of "Sharing the Space: Moving Together Toward Equity"
  - Workshop with Helen Benjamin and Julie Bruno on:
    - Understanding participatory governance
    - Finishing the work on the Governance Handbook

SHARING THE SPACE

- What does "Sharing the Space" mean?
  - Equity as diversity…. With focus on race, ethnicity, socio-economic status, gender orientation, sexual orientation, religion, age, differently-abled….
  - Equity as social issue and social practice
  - Equity in public organizations
  - Equity in governance
    - ↑__ this is our topic today

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SHARING THE SPACE

Equity Flashback

How do we share the space? How do we build ***together*** a space where students (and faculty and classified professionals) find equity?

- How do we understand others' experience and perspective?

- How do we understand others' needs . . . In meaningful ways that move us toward the mission?

- How do we respect others and honor them?

SHARING THE SPACE

Equity Flashback

How do we build Miramar into a space that is genuinely equitable?

SHARING THE SPACE

- Progress so far . . .
  - Increased participation in equity efforts across the board
  - Strong participation in professional development with equity theme
  - Increased understanding that equity needs to be built into Guided Pathways
  - Reorganized administration structures
  - Newly adopted strategic goal
  - Approved position: Faculty Coordinator for Equity
  - Planning for an Equity Office underway
  - Discussions about equity in governance

SHARING THE SPACE

- The importance of Equity at Miramar
  - Equity is a critical social and health concern

SHARING THE SPACE

- The importance of Equity at Miramar
  - Equity is a critical social and health concern:

    "The AMA recognizes that racism, in its systemic, cultural, interpersonal and other forms, is a serious threat to public health."

SHARING THE SPACE

- The importance of Equity at Miramar
  - Equity is a critical social and health concern
  - Key to growing into what Miramar can be is a focus on becoming more equitable…. In all ways
  - We need to embrace change as pathways to new beginnings
  - If we can develop **a shared vision**, we will have **a shared future**
  - …. to get there, we need to get comfortable with the unfamiliar, and with the uncomfortable

SHARING THE SPACE

To get there….

We need to change how we do things

SHARING THE SPACE

Participatory Governance as a means toward Equity

- Participatory governance is the **formal voice** of the campus constituencies
- Establishes processes for **input** on decisions and directions, on strategic effort and mission fulfillment
- Provides a means for individual voices to **coalesce** into collective ideas that can become a shared vision, goal, or effort.

SHARING THE SPACE

Participatory Governance as a Practice in Equity

In order for us to move forward
as a college that thrives in today's world
(*e.g. meets students' needs and community needs*),
we MUST cultivate participatory governance
structures that reflect our value of equity.

SHARING THE SPACE

Cultivating Participatory Governance

- Cultivating a spirit of participatory governance
- Building trust
- Practicing transparency
- Ensuring we are "sharing the space" – meaning broader representative voices

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SHARING THE SPACE

Cultivating Participatory Governance

- Creating multiple entry points for input
- Encouraging participation from everybody
- Making sure that the voices speaking are not just heard, but listened to
- Formalizing Participatory Governance processes through the Governance Handbook

SHARING THE SPACE

Today's Kickoff is focused on:

1. Better understanding Participatory Governance
2. Moving us toward closing out the work on the Governance Handbook

SHARING THE SPACE

… before we go on….

A note about the Governance Handbook:

One more opportunity for input will be provided. Look for an announcement and invitation for that input before the end of the week. We will be asking for a quick turnaround on that input.

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SHARING THE SPACE

Before Helen Benjamin and Julie Bruno lead us through today's workshop, let's hear from our constituency leaders:

- Laura Murphy, Academic Senate President
- Sean Young, Classified Professional Senate President
- Sanam Azai, ASG President

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OVERVIEW

- Impact of AB 1725
- Participatory Governance Defined
- Participatory Governance and Collegial Consultation
- Classified Professionals' Roles in College Governance
- Students' Roles in College Governance

A PIVOTAL MOMENT

- In 1988, Assembly Bill 1725 (Vasconcellos) was passed by the California Legislature, ushering in a new era for California Community Colleges.

REDEFINING OUR SYSTEM: THE INTENT OF AB 1725

- Enhance community college image

- Increase support for more money

- Move from K-12 to higher education

- Develop more unified system

- Institutional renewal

REDEFINING OUR SYSTEM: THE EFFECTS OF AB 1725

- Funding system changed
- Mission priorities set
- Established faculty qualifications, tenure periods, evaluation processes
- Set goal of 75% full-time faculty
- Funding for professional development
- Diversity goals set
- Delineated governance and decision-making

WHAT IS PARTICIPATORY GOVERNANCE?

PARTICIPATORY GOVERNANCE

- " … not a simple process to implement – goodwill, thoughtful people, a willingness to take risks and the ability to admit problems exist – can go far toward establishing a positive environment…

- The central objective should be creation of a climate where energy is devoted to solving crucial educational tasks and not to turf battles over governance."

  - CCCT/CEOCCC Policy Paper, December 1989

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BENEFITS AND VALUES OF OUR GOVERNANCE SYSTEM

- Expertise and analytical skills of many

- Understanding of objective/decisions

- Commitment to implementation

- Leadership opportunities

- Promotion of trust and cooperation

- Opportunities for conflict resolution

- Less dissent

CHALLENGES OF OUR GOVERNANCE SYSTEM

- Participation by individuals with limited expertise

- Time away from other duties

- Can require considerable time for decision

- Shared accountability

- Differing expectations and understanding

- Potential for conflict

EFFECTIVE PARTICIPATION

Participating effectively in district and college governance is shared involvement in the decision-making process.

- It does not imply total agreement;
- The same level of involvement by all is not required; and
- Final decisions rest with the board.

THE BASIS FOR COLLEGIAL CONSULTATION AND EFFECTIVE PARTICIPATION IN GOVERNANCE

- ✓ **Education Code**
- ✓ **Title 5 Regulations**
- ✓ **Chancellor's Office Guidelines**

THE LAW — EDUCATION CODE

Board of Governors shall establish "minimum standards" and local governing boards shall "establish procedures not inconsistent" with those standards to ensure the following:

- Faculty, staff and students the right to participate effectively in district and college governance

- The right of academic senates to assume primary responsibility for making recommendations in the areas of curriculum and academic standards.

Education Code Sections 70901 and 70902

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TITLE 5 GUIDELINES

Sections 51023 and 53200 set forth guidelines for participation of faculty, staff, and students.

ACADEMIC SENATE DEFINED

Academic senate means an organization whose primary function is to make recommendations with respect to academic and professional matters.

Title 5 § 53200

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ACADEMIC SENATE ROLE

- (a) The governing board shall adopt policies for appropriate delegation of authority and responsibility to its academic senate.

- …providing at a minimum the governing board or its designees consult collegially with the academic senate when adopting policies and procedures on **academic and professional matters**.

- Guarantees the Academic Senate the right to meet with or appear before the board.

Title 5 § 53203

ACADEMIC SENATES (10+1)

Academic and professional matters means the following policy development and implementation matters:

1. Degree and certificate requirements
2. Curriculum, including establishing prerequisites and placing courses within disciplines
3. Grading policies
4. Educational program development
5. Standards or policies regarding student preparation and success

Title 5 §53200

ACADEMIC SENATES (10+1)

Academic and professional matters means the following policy development and implementation matters:

6. District and college governance structures, as related to faculty roles

7. Faculty roles and involvement in accreditation processes, including self study and annual reports

8. Policies for faculty professional development activities

9. Processes for program review

10. Processes for institutional planning and budget development, and…

Title 5 §53200

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ACADEMIC SENATES (10+1)

Academic and professional matters means the following policy development and implementation matters:

"Plus one":

Other academic and professional matters as mutually agreed upon between the governing board and the academic senate.

Title 5 §53200

COLLEGIAL CONSULTATION

District Governing Board is required to consult collegially with the Academic Senate and develop policies on academic and professional matters through either or both:

1. Rely primarily upon the advice and judgment of the Academic Senate

2. Reach mutual agreement with the Academic Senate by written resolution, regulation, or policy

Title 5 § 53200 (d)

IMPORTANT NOTES ON COLLEGIAL CONSULTATION

- The Board has the final say

- The Board is never prohibited from acting

- "Exceptional circumstances" and "compelling reasons" vs. "compelling legal, fiscal, or organizational reasons"

STAFF ROLES IN GOVERNANCE

- Governing boards adopt policies and procedures that provide staff opportunity to participate effectively in district and college governance.

- Staff shall be provided with opportunities to participate in the formulation and development of policies and procedures, and processes for jointly developing recommendations that have or will have a significant effect on staff.

- Board shall not take action on matters significantly affecting staff until the recommendations and opinions of staff are given every reasonable consideration.

Title 5 §51023.5

STUDENT ROLES IN GOVERNANCE

- Governing boards adopt policies and procedures that provide students opportunity to participate effectively in district and college governance on formulation and development of policies and procedures and processes for jointly developing recommendations that have or will have a significant effect on students.

- Board shall not take action on a matter having a significant effect on students until recommendations and positions by students are given every reasonable consideration.

Title 5 §51023.7

STUDENTS (9+1)

Polices and procedure that have a "significant effect on students" include :

(1) grading polices

(2) codes of student conduct

(3) academic disciplinary policies

(4) curriculum development

(5) courses or programs which should be initiated or discontinued

(6) processes for institutional planning and budget development

(7) standards and polices regarding student preparation and success

(8) student services planning and development

(9) student fees within the authority of the district to adopt

(10) any other district and college policy, procedure or related matter that the district governing board determines will have a significant effect on students

Title 5 §51023.7

EFFECTIVE PARTICIPATION IN GOVERNANCE ENSURES EFFECTIVE SOLUTIONS AND SOUND DECISIONS

THE MIRAMAR REVISION STORY

DR. HELEN BENJAMIN, JULIE BRUNO, DR. LAURA MURPHY, SEAN YOUNG, & DR. LUNDBURG

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JULIE & HELEN

CONSULTANT'S FINDINGS

MAJOR ISSUE

- Integration of decision-making regarding Academic and Professional Matters and college decision-making through the participatory governance process

STRENGTHS OF CURRENT GOVERNANCE STRUCTURE

- Process makes sense on paper
- Decisions get made
- Highly integrated
- Allows broad spectrum of employees to participate yielding better understanding
- Good number of committees meet regularly
- Different groups well represented in memberships
- Has evaluation mechanism

WEAKNESSES OF CURRENT GOVERNANCE STRUCTURE

Confusion around

- Governance process in general
- Roles and responsibilities of committees
- Routing of recommendations—beginning and ending points
- Whether bodies are decision-making or recommending

WEAKNESSES OF CURRENT GOVERNANCE STRUCTURE

- **Efficacy of Structure**
  - No place for error correction
  - Distinction needs to be made between governance and operational bodies
  - Too many delays; fewer steps needed to gain efficiency
  - Too many committees; some overlap
  - Lack of robustness, flexibility, and fluidity
  - Lack of options in approval/review process
  - Expedited process needed for emergency issues

WEAKNESSES OF CURRENT GOVERNANCE STRUCTURE

- **Other**
  - Training needed
  - Communication structure needed
  - Difficult to staff committees
  - Inconsistency in agenda and note-taking formats
  - Mechanisms needed for involvement of more students and classified professionals

OPPORTUNITIES

- Recapturing of time, energy, and creativity
- A standard set of solid, fair, transparent, well known, streamlined processes and corresponding structure
- Engagement of more people in governance activities
- Clarification of district governance committees
- Separate alignment of 10 + 1 activities
- Sharing of ideas with district counterparts
- Tracking/routing process for status of items
- Use of templates for consistency in communication
- Redundancy reduction

THREATS

- Resistance to change
- Lack of communication
- Lack of support because of time involved in making change
- Lack of training and trust in the college
- Process not honored
- Employees not allowed to participate; punitive pressure

SEAN & LAURA

OUR GOVERNANCE PROGRESS REVIEW AND RESTRUCTURING WORK TO DATE 2018-2021

INITIATION OF THE COLLEGE GOVERNANCE RESTRUCTURING PROJECT

- **November 29, 2018:** CIA meeting with Facilitators and Constituency Leaders
  - Discuss project
  - Agree on schedule of activities
  - Gain input on survey content and participants
  - Determine Steering Committee Composition
- **December 13, 2018**: Memo to college community announcing initiation of College Governance Review Project
- **February 1, 2019:** Initial Steering Committee meeting

TWO LEADERSHIP COMMITTEES

Governance Review Project Leadership Committee

Students: Alana Bermodes, Kayla Buenaventura
Managers: Patricia Hsieh, Daniel Miramontez
Faculty: Marie McMahon, Laura Murphy
Classified: Terrie Hubbard, Sean Young

Governance Review Project Steering Committee

5 Representatives from Each Constituency:

Students

Managers

Faculty

Classified

GOVERNANCE REVIEW PROJECT STEERING COMMITTEE ACCOMPLISHMENTS

Spring 2019 - February 5, February 12, and March 21

- Clarified reasons for the project.

- Conducted strengths, weaknesses, opportunities, and threat analysis of project.

- Compared district and college governance processes (Grossmont, Cerro Coso, Los Medanos, American River, Contra Costa, Lake Tahoe, Barstow, Butte)

- Sorted college committees by type: Academic Senate, Participatory Governance, Operational and Other.

GOVERNANCE REVIEW PROJECT STEERING COMMITTEE ACCOMPLISHMENTS

Spring 2019 - February 5, February 12, and March 21

- Created schedule of activities for project.

- Developed Steering Committee responsibilities and composition.

- Built survey to solicit input from all college employees.

- Created two sub-committees (Participatory Governance and Academic and Professional Matters) to work on processes for decision-making.

ADMINISTERED COLLEGE-WIDE SURVEY

- **Administered March 2019**

- Email invitation came directly from the Chancellor

- Confidential Online Questionnaire

- 105 Total Responses/ 79 Complete Responses

- Overall questions and open-ended feedback about participation, understanding, and effectiveness regarding Miramar's participatory governance.

THEMES OF OPEN-ENDED RESPONSES

The process is not followed with no consequences

- "Administrators at both the college and District levels routinely fail to follow the correct path of shared governance and seem to lack understanding of collegial consultation in regards to academic and professional matters."

- "Tell administrators to follow governance process in all matters."

- "We need to have a clear set of rules and processes for how college governance should be done (according to the law) and consequences set in place for individuals/groups that do not follow these processes."

The process and structure works, but is complex and convoluted

- "…it's a great process and structure. However, it is a very integrated process, which inherently makes it a little complex and confusing to some, …"

- "The structure is a bit large, but generally makes sense. Some committees can be collapsed to make it more efficient."

- "Lessen the number of committees where the same information is reiterated."

There is lack of leadership, communication, trust, and respect

"The different bodies on campus (faculty, administration and classified) have trouble communicating effectively with each other."

"There is significant distrust of administration by faculty and the students see this and they know it impacts them."

"There is also a huge lack of communication and disrespect between the President and VPI of the college and the Presidents of the other bodies."

"There is lack of leadership from the administration (in particular the

There needs to be more representation, involvement, engagement, and diversity

- "It could be much more effective if we had more participants of faculty, students, and staff."

- "Classified Staff/Professionals are only supposed to be seen and not heard from."

- "Faculty on committees are tribal and often only support what's good for their department,…."

- "Driven by a select few; needs diversity in classification (faculty, classified, administrators, students, community members) as well as make-up (ethnicity, gender, other identities)….."

COLLEGE-WIDE FORUMS TO DISCUSS SURVEY RESULTS AND SOLICIT ADDITIONAL INPUT

- Two Governance Open-Forum Sessions (AM and PM) on **April 17, 2019**

- Additional Mechanisms for Input
  - Provide through constituency representative, or
  - Write on index card and give to facilitators, or
  - Submit to the President's Office

TWO SUB-COMMITTEES OF THE GOVERNANCE PROCESS REVIEW STEERING COMMITTEE
PUBLIC CALL FOR PARTICIPATION

Participatory Governance Committee (PGC)

- Develop and recommend a structure for the governance and decision-making process that focuses only on issues involving participatory governance.

Academic and Professional Matters Committee (APMC)

- Develop and recommend a structure/process to be used in making decisions related to academic and professional matters as delineated in AB 1725.

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SCOPE OF WORK (PGC AND APMC)

- Draft respective governance structures/processes **using input from Open Forums, Surveys, and research from other colleges**
- Make recommendations for improvement, including changes to the process, training requirements, uniform practices, changes to website, and a diagram showing how the revised governance process will work if implemented;
- Create content for training and orientation presentations: (1) orientation to participatory governance; (2) chairing a committee; (3) Brown Act training;
- Create forms to be used for developing agendas and taking notes for meetings;
- Review process for evaluating the governance process; and
- **GOAL:** Present 1st Draft College Governance Handbook to the College in Fall 2019.

COMMITTEE MEMBERSHIP

Participatory Governance Committee (PGC)

- 5 Administrators – Lou Ascione, Cheryl Barnard, Brett Bell, Daniel Miramontez, Adrian Gonzales

- 5 Classified Professionals – Terrie Hubbard, Joyce Allen, Daniel Gutowski, Sam Shooshtary, Xi Zhang

- 5 Faculty – Marie McMahon, Wheeler North, Darrel Harrison, Mary Kjartanson, **1 vacancy**

- 3 Students – Jessie Van, Sayeh Dehestani, Kelly Dunlap

Academic and Professional Matters Committee (APMC)

- 3 Administrators – Patricia Hsieh, Linda Woods, Paulette Hopkins

- 2 Classified Professionals – Cheyanna Morence, Sean Young

- 8 Faculty – Wheeler North, Laura Murphy, Lisa Clarke, Lisa Brewster, Larry Pink, **3 vacancies**

- 2 Students – Alana Bermodes, **vacant**

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COLLEGE GOVERNANCE COMMITTEE (CGC) MEMBERS

- **2019-2020**
  - Sara Agonafer
  - Joyce Allen
  - Darrel Harrison
  - Adrian Gonzales
  - Mary Kjartanson
  - Laura Murphy
  - Marie McMahon
  - Wheeler North
  - William Wyatt
  - Sayeh Dehestani
  - Brennan Pearson
  - Sean Young

- **2020-2021**
  - Adrian Gonzales
  - Jill Griggs
  - Mary Kjartanson
  - Laura Murphy
  - Marie McMahon
  - Wheeler North
  - Clarissa Padilla
  - Brennan Pearson
  - Sean Young
  - Ananto Sarcowar

METHODS FOR FEEDBACK/INPUT COLLECTION AND TRANSPARENCY IN THE REVIEW PROCESS

CIA & New Governance Information

Under the direction of Chancellor Carroll, in May 2018 a group of Collegiality in Action (CIA) facilitators were invited to assess the campus climate and our participatory governance structure and processes. Over the course of several months a team of over 30 faculty, classified professionals, students and managers worked with external facilitators to evaluate the structure and processes of the existing framework and have made recommendations to clarify and strengthen our participatory governance structure. These recommendations are contained in the first draft of a new College Governance Handbook *(as of February 26, 2020)*.

The College Governance Committee has reviewed the recommendations and recently released the draft handbook and a "frequently asked questions" (FAQ) document for campus-wide dissemination. We invite you to review these materials and discuss with your colleagues, departments, and committees in order to provide feedback. We will collect, evaluate and incorporate feedback over the next few weeks.

To help us gather your feedback, please fill out the form below. The draft College Governance Handbook and FAQ are available in the Important Documents section of this page.

Email*

Comments*

Important Documents

CGH Feedback

CGH Handbook (draft 2 with track changes)

CGH Handbook (draft 2)

Miramar College Governance Handbook

New Governance FAQ

Governance Resources

Miramar College Governance Page

College Governance Committee

Academic Senate

Classified Senate

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METHODS FOR FEEDBACK/INPUT COLLECTION AND TRANSPARENCY IN THE REVIEW PROCESS

https://www.sdmiramar.edu/cgh-feedback

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Career Services Library Canvas Employee Resources Search

START HERE CURRENT STUDENTS OUR PROGRAMS CAMPUS RESOURCES DIRECTORY

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Classified Senate

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POSTED DOCUMENTS DURING GOVERNANCE REVIEW PROCESS

DOCUMENTATION OF INPUT AND CGC RESPONSE AND RECOMMENDATIONS

All Feedback for **College Governance Handbook** Draft #1
from Spring 2020 Collated by CGC

Comment	Category	Evaluation/ Recommendation
Issue Page 12: *Committee Chair/Co-Chairs must be employed by SDCCD and must have served on the committee as a voting member for at least one year to act as Chair.* So to be chair you have to be a voting member for at least a year? Sounds good, though what about if a new committee is formed? They don't have a chair? Or there is some sort of waver process for new committees? Should that be in the handbook, or is this such a rare event that it really does not have to be discussed?	Category: Voting membership/structure	**Action:** Recommend language for new committee formation: *In the event that a committee is new or there are no members eligible for chair, the committee shall select a chair from seated members according to the committee handbook.*
Issue Page 11: *Committee membership for the following year will be appointed by each constituent group (i.e., Academic Senate, Classified Senate, Associated Student Government, and College President) and shall be determined during the spring semester prior in accordance with the bylaws of each constituency.* So new hires cannot be one a committee their first year? Is that a violation of the contract?	*page 22 of contract 7.7.3 & 7.7.4 Category: Voting membership/structure	Clarification for participation vs. Voting member; pending language from Gamboa/Gonzales **Action:** Added the qualification: "A committee member is defined as a member who has the authority to vote on a specific committee."
Honors Committee is not a shared governance committee and really is just operational. Should be removed from handbook, but district committee structure, processes and functions should be better outlined to campus.	Category: Senate vs. Operational?	**Action:** Remove committee but outline direct Academic Senate connection between the Honors Coordinator and District to ensure appropriate recommendation and vetting through Academic Senate.
I'd like to propose the term limits language be amended to be specific to limiting serving as a committee chair, rather than committee membership altogether. If there are faculty who are hoping to serve	Category: Term limits	**Response:** Terms are an important part of any governance structure to ensure equity and diversity of voting

Focus

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TIMELINE OF IMPORTANT EVENTS
SPRING 2019- SPRING 2021

Key Dates	Type	Topic
May 10, 2019	2 meetings: PGC and APMC	Meeting of subcommittees to work on governance restructure.
May 23, 2019	2 meetings: PGC and APMC	Meeting of subcommittees to work on governance restructure.
September 4, 2019	CIA workgroup Facilitators: Debbie DiThomas and Julie Bruno	Combined work of subcommittees Reviewed Handbook Preamble and College Council Review of all committees, identifying overlap and issues.
September 10, 2019	CGC	Review proposed College Council
October 8, 2019	CGC	Review feedback from constituencies on Preamble and College Council
October 31, 2019	CIA workgroup	Finalized Draft #1 Handbook
November 12, 2019	CGC	Review draft #1 Handbook
December 10, 2019	CGC	Constituency input on Preamble and College Council complete. Need to review individual committees and process for input.

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Key Dates	Type	Summary of Topics
December 12, 2019	CIA workgroup	Review details of College Council, campus launch and timeline, process for input from campus and webpage
January 27, 2020	Spring Kick-Off	"Collegiality in Action at Miramar: Improvement of our College Governance Structure and Processes"
January 29, 2020	CIA Retreat	Review Draft #1 Handbook and next steps for completion by April 2020
February 11, 2020	CGC	Review Draft #1 Handbook for distribution. Discuss need for all committees to review and provide feedback. Discuss options for feedback to include both individuals and groups. Discuss need for webpage and online form for input. CGC Checklist for Launch.
February 25, 2020	CGC	Create cover letter and FAQ document for launch of Draft #1
February 28, 2020	Launch of Draft #1	Sent Draft #1 Handbook, cover letter, and Frequently Asked Questions (FAQ) to campus
March 20, 2020		Deadline for input on Draft #1, BUT had to extend until the end of the spring semester BECAUSE…

Key Dates	Type	Summary of Topics
		PANDEMIC!!
April 14, 2020	CGC	Discuss adjustments to timeline and other needs President's office will compile online feedback and send to constituency leaders.
April 28, 2020	CGC	Review feedback and record all comments from online forms and through constituency leaders. Need to adjust timeline for additional feedback. Adjust deadline for feedback to May 31, 2020
May 20, 2020	CGH Forum #1	Discussion about proposed changes. Discussion on all received input.
May 26, 2020	CGC	Review input from CIA and CGH Forums and begin to make recommendations to incorporate/ not incorporate input. Track ALL input and recommendations in document. Post document on college website.
May 27, 2020	CIA	Review and continue incorporation of feedback from the first CGH Forum

Key Dates	Type	Summary of Topics
August 25, 2020	CGC	Begin Draft #2 Handbook with incorporated input from Spring 2020.
September 8, 2020	CGC	Continue work on Draft #2 Handbook Approval of program for forum on College Governance
September 22, 2020	CGC	Plan for release of Draft #2 Handbook Post all feedback on website for transparency
September 29, 2020	CGH Forum #2 Launch Draft #2	Review background, constituency roles, Brown Act and roll-out of Draft #2 Handbook.
October 13, 2020	CGC	Continue discussion of unresolved governance issues including DIEC, International Education, Grants and Initiatives, Honors Committee, Master Calendar, and additional parking lot items.
October 29, 2020	Special CGC meeting	Review Feedback for Draft #2 Handbook Identify unresolved items with Draft #2
November 10, 2020	CGC	Review Feedback for Draft #2 Handbook Continue work on unresolved items.

Key Dates	Type	Summary of Topics
November 30, 2020	CIA Facilitators and Constituency Leaders	Review Draft #2 Handbook Identify items/ committees to remove for first round of implementation. Identify plan and timeline to resolve items. Identify plan and timeline for implementation.
December 15, 2020	CIA Facilitators and Constituency Leaders	Review Issues with Draft #2 Handbook Identify issues/committees to remove for first round of implementation Identify plan and timeline for implementation
January 25, 2021	CIA Facilitators and Constituency Leaders	Review plan fand timeline for implementation Review Spring 2021 Kick Off event

SUMMARY OF IMPORTANT EVENTS

Type	Meetings and Mass Communications
CIA Steering Committee, Facilitators, Workgroup	17
Participatory Governance Subcommittee	2
Academic and Professional Matters Subcommittee	2
College Governance Committee	15
Open Forums	4
All Campus Kick Offs	2
Feedback and Recommendations Reports	2
Academic Senate Meetings	28
Classified Senate Meetings	22

CIA GOVERNANCE PROJECT REVIEW PARTICIPANTS

- Joyce Allen
- Lou Ascione
- Cheryl Barnard
- Brett Bell
- Alana Bermodes
- Valerie Chau
- Sayeh Dehestani
- Kelly Dunlap
- Adrian Gonzales

- Dan Gutowski
- Darrell Harrison
- Terrie Hubbard
- Mary Kjartanson
- Marie McMahon
- Laura Murphy
- Daniel Miramontez
- Cheyanna Morence
- Larry Pink

- Wheeler North
- Paulette Hopkins
- Patricia Hsieh
- Sam Shooshtary
- Jessica Van
- Linda Woods
- Sean Young
- Xi Zhang
- Lisa Clarke

JULIE & HELEN

NEXT STEPS

TO BE COMPLETED

- One more round of input and review by constituents—By February 15
- Governance process approval—By March 15
- Training on new process—By May 30
- Staffing of Chairs and Committees for Fall 2021 implementation
- Chair and Committee training—By May 30

WES

EMPLOYEE ROLES

BREAK

VISIONING ACTIVITY

DR. HELEN BENJAMIN & JULIE BRUNO

VISION STATEMENT

What is a vision statement?

A vision statement defines your purpose with a focus on goals and aspirations. These statements are designed to be uplifting and inspiring. It describes what you are trying to build and serves as a touchstone for your future actions.

VISION STATEMENT EXAMPLES

- ASPCA: That the United States is a humane community in which all animals are treated with respect and kindness.
- Goodwill Industries: Every person has the opportunity to achieve his/her fullest potential and participate in and contribute to all aspects of life.
- Human Rights Campaign: Equality for Everyone
- Alzheimer's Association: A world without Alzheimer's.
- Feeding America: A hunger-free America.
- Teach for America: One day, all children in this nation will have the opportunity to attain an excellent education.

QUESTIONS TO ANSWER IN YOUR BREAKOUT GROUP

- If participatory governance worked extremely well at Miramar, what would it look like?

- How would you behave individually? As a group?

BREAKOUT GROUP ASSIGNMENT

1. Using the information in the definition and the questions answered by a vision statement, write a one sentence vision statement for participatory governance at this college.

2. List two employee actions or behaviors would need to be improved or commitments made if the college were to achieve the vision you describe in your statement.

3. List two processes, structures or practices that would need to be improved or implemented if the college were to achieve the vision you describe in your statement.

https://docs.google.com/document/d/1trvKinQ1ERv3zw6OZJc9xq9Z6w4sLSISDRW6aC07NBU/edit?usp=sharing

SAN DIEGO MIRAMAR COLLEGE

SHARING OF VISION STATEMENTS

- Post your group's vision statement in Google docs.
- Complete the poll by choosing the one you like the best.
- The winner of the poll will become Miramar College Participatory Governance Vision Statement.
- The PG Vision Statement and the responses generated in your groups on how to achieve that Vision will be included in the PG Handbook.

CLOSING REMARKS

DR. LUNDBURG, DR. MURPHY,
SEAN YOUNG & SANAM AZAI