Compton College "Collaborative Governance – All Institutional Standing Committees Summit"

April 2, 2021

AGENDA

- Welcome
- Review Working Group Ground Rules developed in 2018-2019
- History of Collaborative Governance at Compton College
- Review Compton College Ideas Flow Chart
- Campus Committee Updates
- Evaluation of Collaborative Governance
- Next Steps

WELCOME

WORKING GROUP GROUND RULES FROM 2018-2019

Working Group Ground Rules

- We will be respectful of one another; no “snark,” sarcasm, or name-calling.
- We will maintain an open mind regarding the perspectives of others.
- We will exhibit good faith, collaboration, and open communication among all stakeholders.
- We will wait for a person to finish talking, especially if we disagree.

Working Group Ground Rules

- We will bring up our thoughts and beliefs in the room to avoid side conversations that might benefit the larger team.
- We will establish an “issue box,” or “parking lot,” to place our thoughts, beliefs, and/or concerns into that are not addressed immediately by the larger team. We will address these thoughts and beliefs openly with the larger team at a later, designated time.

Working Group Ground Rules

- We will demonstrate respect for the time of our team by beginning and ending on time.
- We will value and respect the input of our team members.
- We will demonstrate a positive perspective in this writing process by focusing on affirming responses, rather than negative or demeaning responses.
- We will remember that this document is a fluid and enduring text that is reflective of the voices of our campus community.

COLLABORATIVE GOVERNANCE AT COMPTON COLLEGE

History of Collaborative Governance

- Accreditation Standard IV.A: Decision-Making Roles and Processes
- 2018-2019 Goal to develop the Compton College "Making Decisions Document"
- Creation of the Compton College "Making Decisions Document" Timeline
- Requested assistance from the Community College League of California and the Statewide Academic Senate – February 2019
- Invited faculty, Classified staff, managers/supervisors, and students to participate on the development of the Compton College "Making Decisions Document."
- Created the definition of Collaborative Governance at Compton College.

History of Collaborative Governance

Definition of Collaborative Governance:

Collaborative Governance at Compton College is the cornerstone necessary to achieve the mission, vision, and strategic initiatives of our institution. Decisions at Compton College are the result of the participation and collaboration among all constituent groups, including the Board of Trustees, administration, faculty, staff, and students. Collaborative Governance ensures diverse and creative input, transparency, and accountability so that decisions made will drive student success at Compton College.

History of Collaborative Governance

- Developed a table of contents for the Collaborative Governance Document.
- Established workgroup to work on each section of the table of contents; some areas were assigned to an individual or a department.
- Fall 2019 Professional Development Day “Collaborative Governance” Breakout Session – August 22, 2019.
- In Fall 2019, the Collaborative Governance Committee reviewed and approved the Compton College Ideas Flow Chart.

History of Collaborative Governance

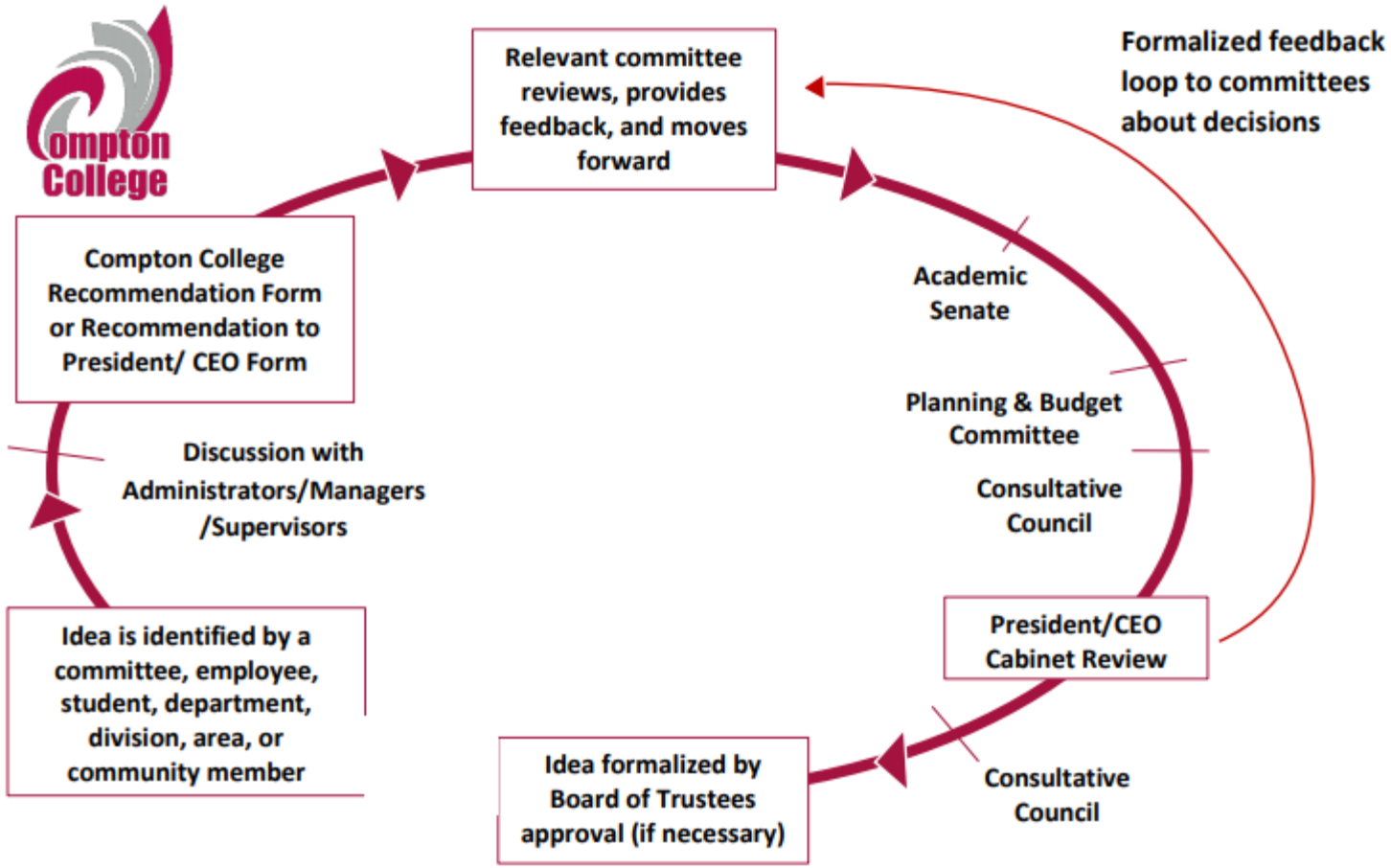
- Spring 2020 - Compton College Collaborative Governance Document was approved by the Academic Senate, Consultative Council, and the Compton CCD Board of Trustees.
- The Compton College Collaborative Governance Document is available online at www.compton.edu/adminandoperations/campus-committees/Collaborative-Governance.pdf.

Breakout

- What institutional committee do you serve on? How long have you been involved on a campus committee?
- What is your understanding of Collaborative Governance at Compton College?
- How often do you review the institutional committee webpages for updates?

COMPTON COLLEGE IDEAS FLOW CHART

Collaborative Governance Flow Chart



President/CEO Decisions

- Utilized the President/CEO Messages to share decisions with the Campus Community.
- Examples of 2020-2021 President/CEO Decisions:
  - Report on the 2020-2021 Annual Planning Cycle at Compton College
  - Guided Pathways, Student Equity and Achievement, and Strong Workforce Funds, and Enrollment Management Funds
  - AB-705 Seymour-Campbell Student Success Act of 2012: Matriculation: Assessment Implementation funding for the 2020-2021 year.
  - UndocuAlly Task Force Funding
  - Males of Color Taskforce Funding
  - Compton College Response to the Call to Action
  - Safe Return to Campus Planning

CAMPUS COMMITTEE UPDATES

Committee Updates

- Consultative Council
- Institutional Effectiveness Committee
- Planning and Budget Committee
- Accreditation Steering Committee
- Audit Committee
- Calendar Committee
- Facilities Committee
- Health, Safety and Parking Committee

Committee Updates

- Technology Committee
- Enrollment Management Committee
- Student Success Committee
- Professional Learning & Engagement Committee
- Auxiliary Services Committee
- Health Benefits Committee
- Tartar Focused and Directed Pathways to Completion (Guided Pathways) Committee
- Tartar Support Network

COLLABORATIVE GOVERNANCE EVALUATION

Collaborative Governance Evaluation

Compton College is committed to continuous improvement in its collaborative governance processes. To ensure that we are improving our systems, we will implement an evaluation cycle that includes four main components:

1) committees will establish goals at the beginning of each academic year and then complete an end of-year reflection that captures the major accomplishments of the previous year and progress towards its goals. The Office of Institutional Effectiveness will review these reflections and summarize the number of proposals created and evaluated through the Collaborative Governance support structure;
2) the Office of Institutional Effectiveness will administer a governance survey to the campus community every two years;

Collaborative Governance Evaluation

3) the Collaborative Governance Committee will review the Collaborative Governance at Compton College document every two years to determine if it needs revision; and,

4) each fall the Collaborative Governance Committee will meet to review findings from an analysis of the Committee's end-of-year reflections, governance survey findings, and any additional relevant data. This meeting will produce recommendations to the President/CEO about improving collaborative governance at Compton College.

Data Inquiry- Data Use Template- Inquiry

- What question are you trying to answer/what are you trying to understand?
- What do the data say? What differences do you see among different student groups?
- What is surprising, did you not expect to see?
- What in the data confirms what you know?
- What else do you need to know to make a decision, take action? (Do you really need more information?)
- What action is necessary? Who will do it? When? Who will be impacted? What is the expected (hoped for) outcome?

Measuring Collaborative Governance

- ***Compton College Committee Evaluation Survey:*** A survey of all Institutional Standing Committee members about their experience and beliefs related to their service on the ISC (spring 2020 administration, n=58)

- ***Compton College Collaborative Governance Survey:*** A survey to the entire Compton College campus, including faculty, staff, and administrators to assess the campus-wide experience and beliefs about college governance (spring 2020 administration, n=63)

- ***Institutional Standing Committee Self-Evaluation Form***- Introducing Draft

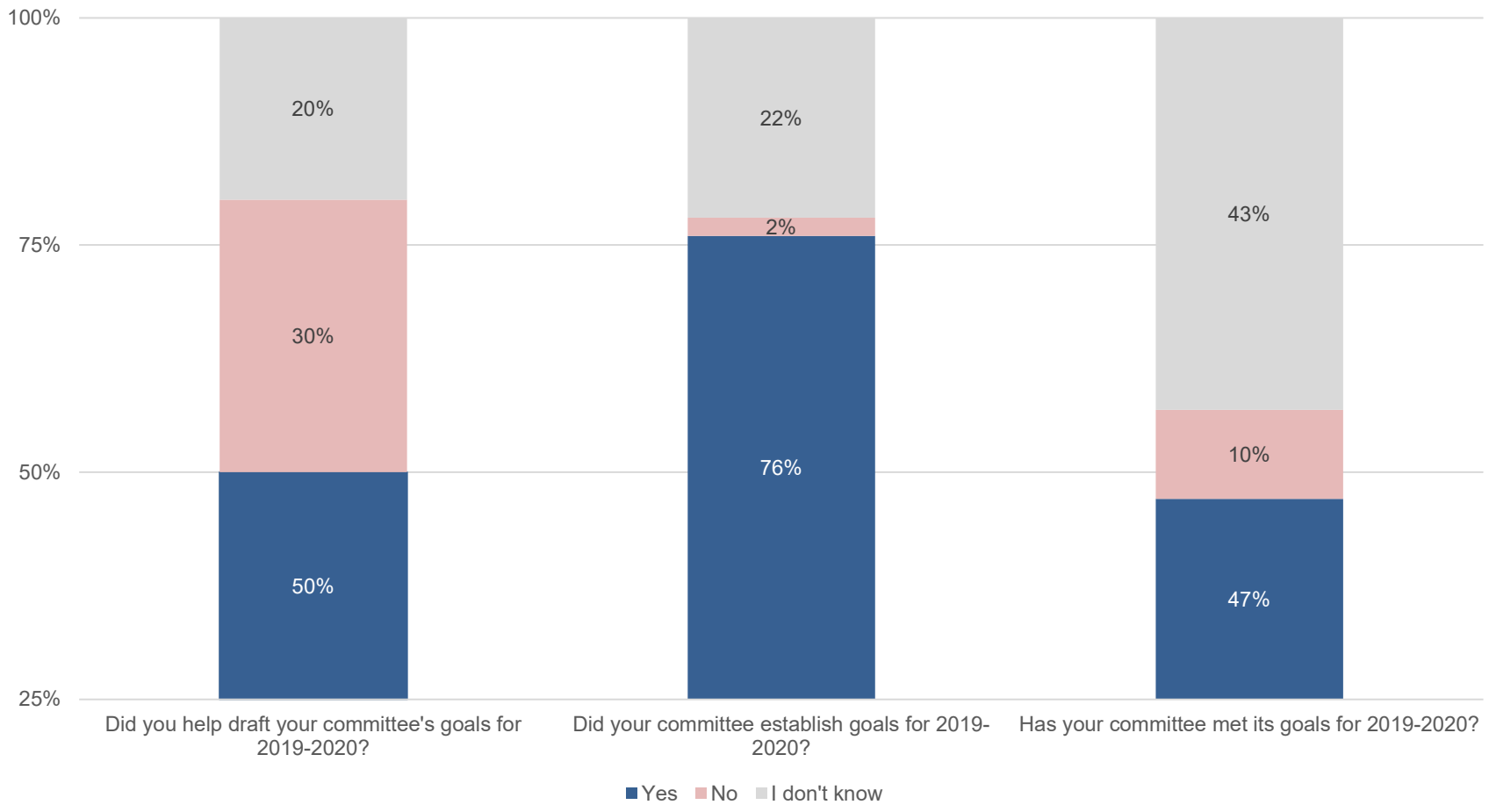
COMMITTEE EVALUATION SURVEY

Survey Participation

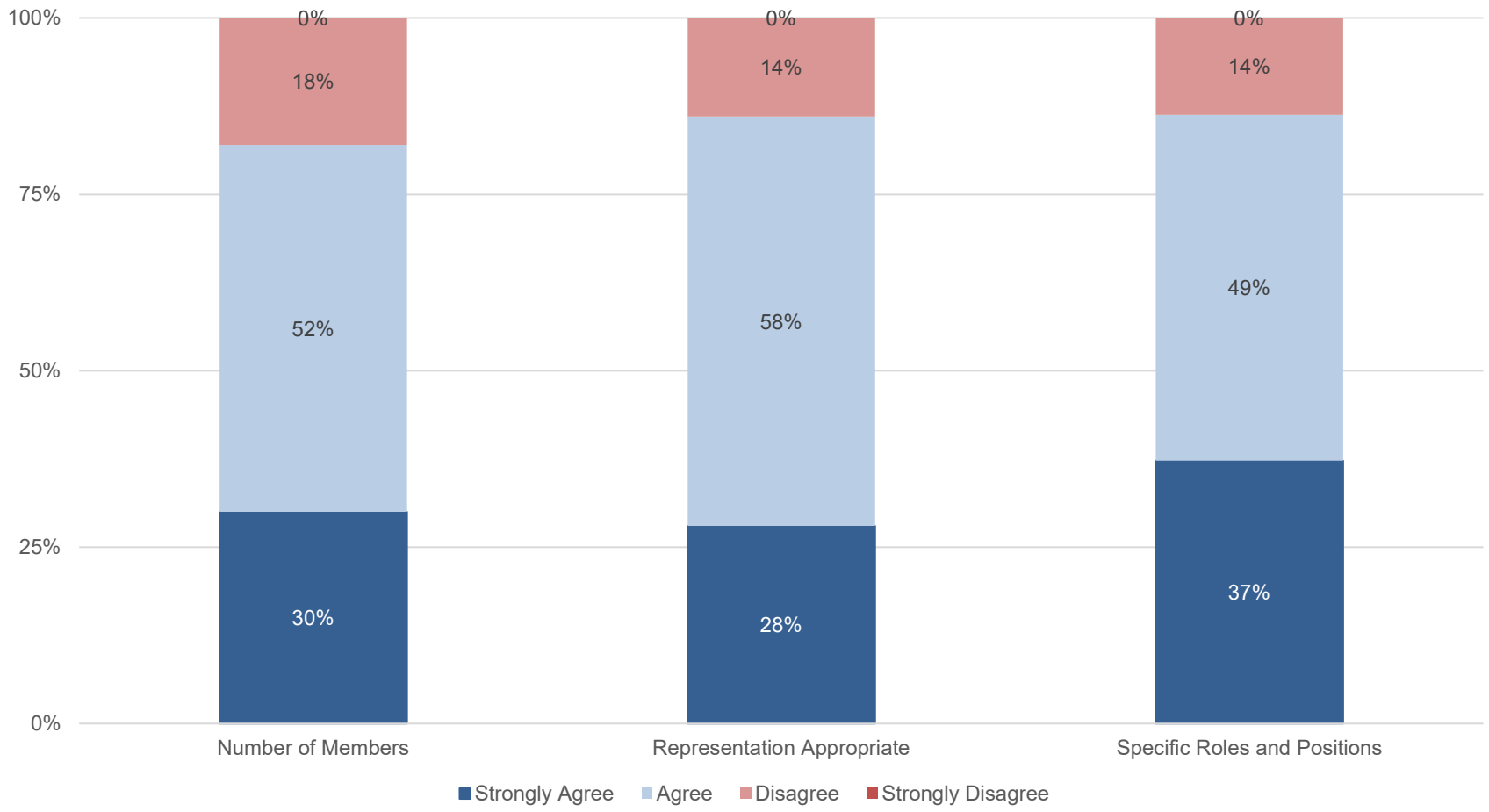
Consultative Council	4
Institutional Effectiveness	3
Planning and Budget	8
Facilities	5
Health, Safety, and Parking	2
Technology	13
Enrollment Management	4
Student Success	0
Professional Development	2
Accreditation Steering Committee	5
Tartar Focused & Directed Pathways to Completion Committee	10
Audit Committee	0
Calendar Committee	1
Auxiliary Services	1
Health Benefits	0

Administrator/Manager	21
Classified staff	19
Full-time faculty	17
Student	1

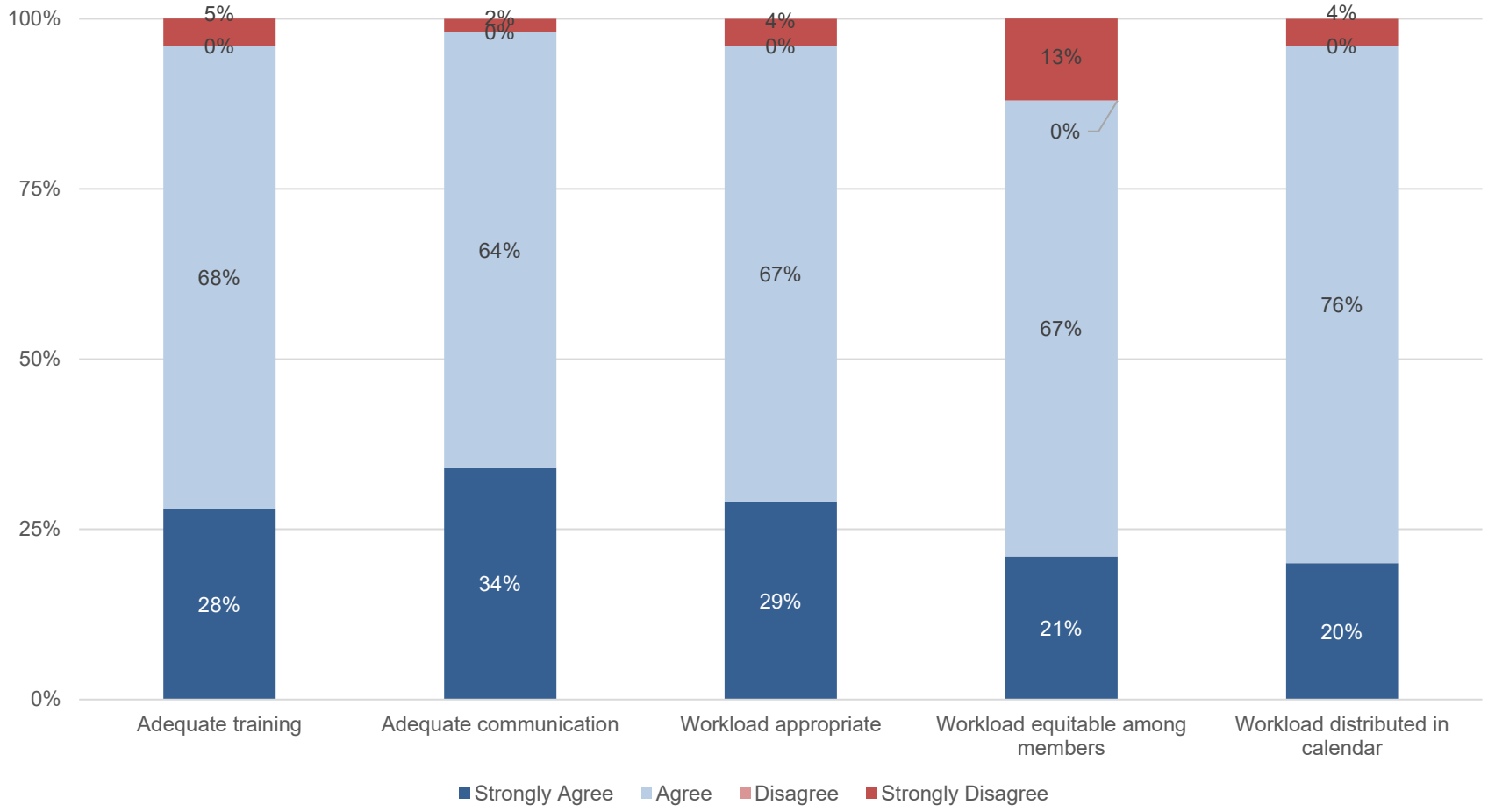
Goal Setting



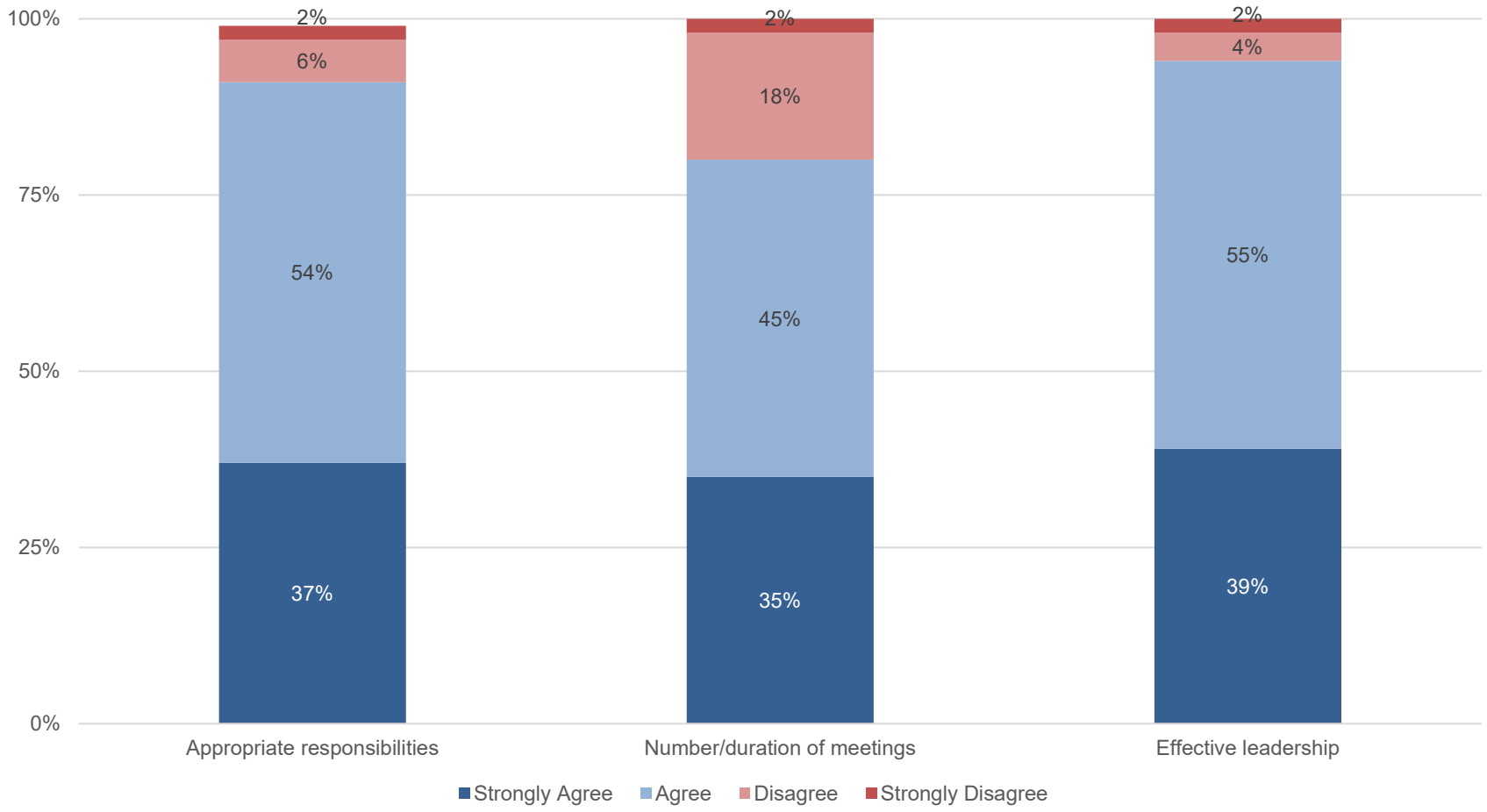
Committee Composition



Membership Support



Committee Effectiveness

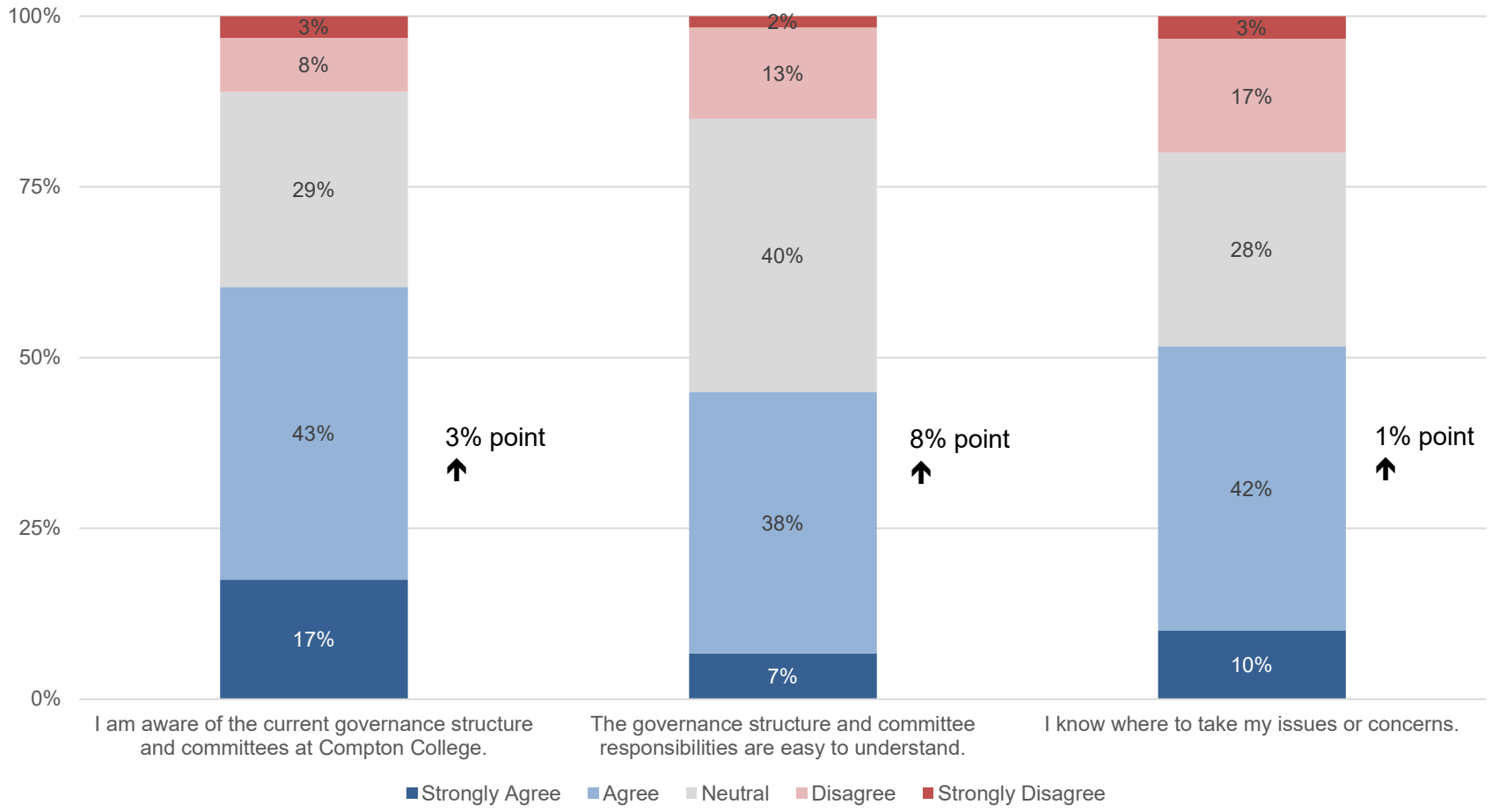


Themes from comments

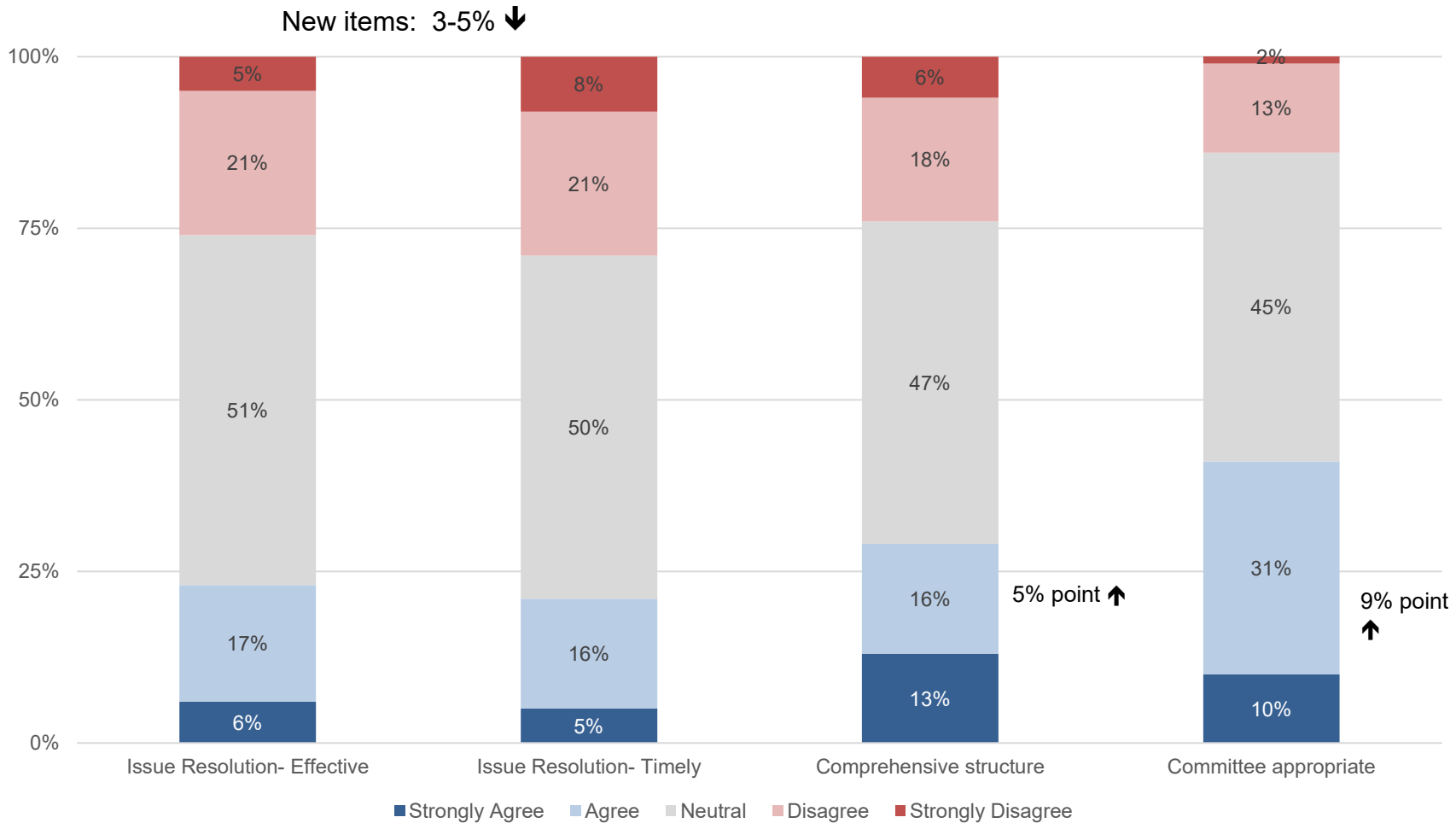
- Low attendance, participation
- Specific committee feedback, e.g., Guided Pathways needs “more teaching faculty involvement,” “work of the committee is unclear”

COLLABORATIVE GOVERNANCE SURVEY

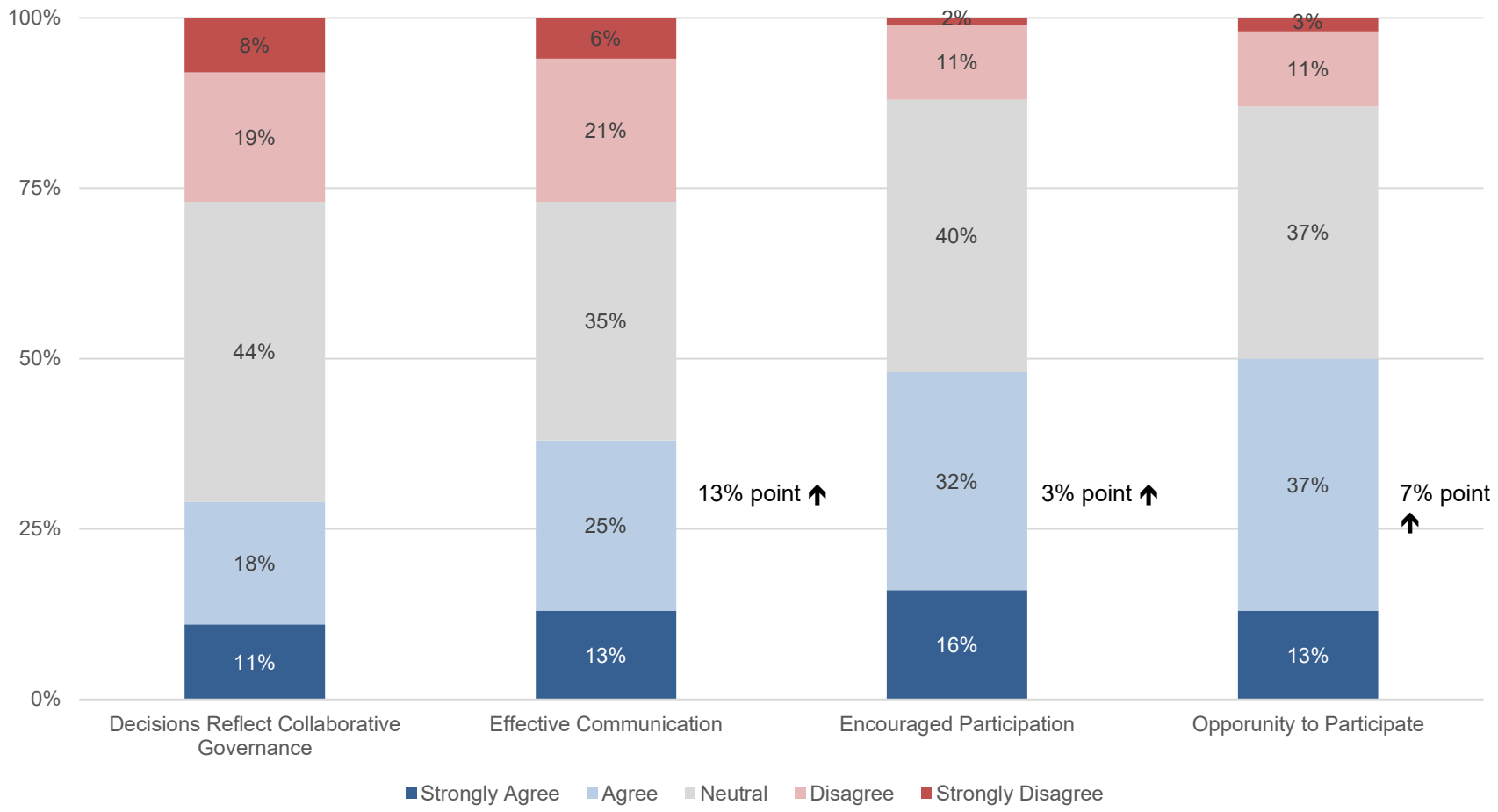
Understanding of Governance



Governance Effectiveness



Participation in Governance



Comment themes

- Governance is top-down
- Administration is “disconnected” from staff
- Part-time staff/faculty do not feel valued

New Way to Measure

- Institutional Committee Self-Evaluation Form

Breakout- *(Remember the Data Inquiry Template!)*

- What do the data say about Collaborative Governance at Compton College?
- How should we evaluate our Collaborative Governance?
- How should we change our Collaborative Governance?

NEXT STEPS

Thank You!

QUESTIONS?