

Participatory Governance for Classified Professionals

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Session Objectives



- Participants will be able to:
 - Summarize the history and purpose of participatory governance in California, the San Bernardino Community College District, and Crafton Hills College
 - Describe the organizational and governance structures of the college
 - Determine their role in participatory governance
 - Effectively participate in district and college governance

History of Participatory Governance



- Assembly Bill 1725 (1988) codified in Education Code 70901 & 70902
 - Boards shall establish procedures to “ensure faculty, staff, and students” have the right to “participate effectively” in district and college governance.
- Senate Bill 235 (2001) codified in Education Code 70901
 - Classified unions have the right to equal representation on committees
 - Boards may only consult with Classified Senates on issues outside the scope of bargaining — i.e. wages, hours, and working conditions
- The force of law codified in Title 5 section 51023.5

Links: [AB 1725](#), [SB 235](#), [Ed Code § 70900](#), [CCR § 51023.5](#)

A Note on Governance Terminology



- How are these similar? How are they different?
 - Participatory Governance
 - Shared Governance
 - Collegial Consultation

Local Participatory Governance



- SBCCD Board Policy & Procedure 2510 – Collegial Consultation
 - “Staff shall be provided with opportunities to participate in the formulation and development of District policies and procedures that have a significant effect on staff. The opinions and recommendations of the classified staff will be given every reasonable consideration.”
- CHC Organizational Handbook
 - “Through their knowledge of student needs, and position in operational, instructional, and technical areas, classified staff members serve on committees, councils and task forces as stakeholders. Representing their constituents’ perspective, classified staff members provide a unique insight to help guide the decisions made in the governance process.”

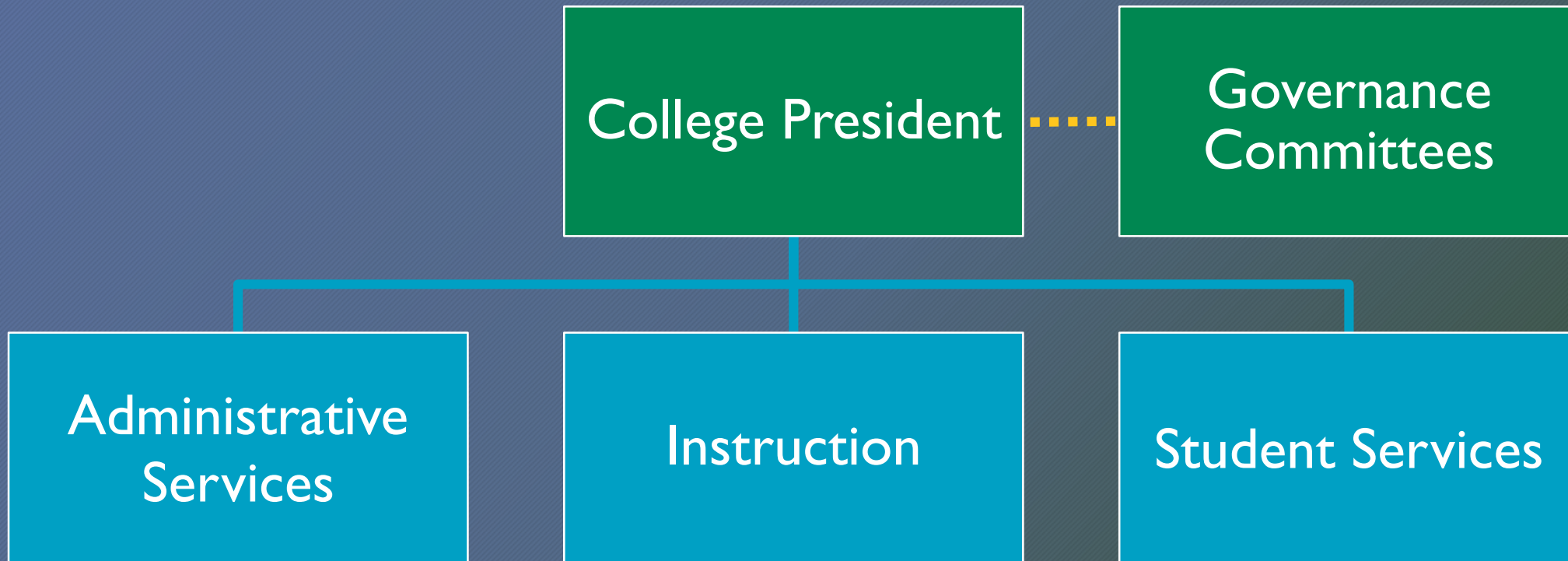
Links: [SBCCD Policy 2510](#), [CHC Organizational Handbook](#)

Local Participatory Governance

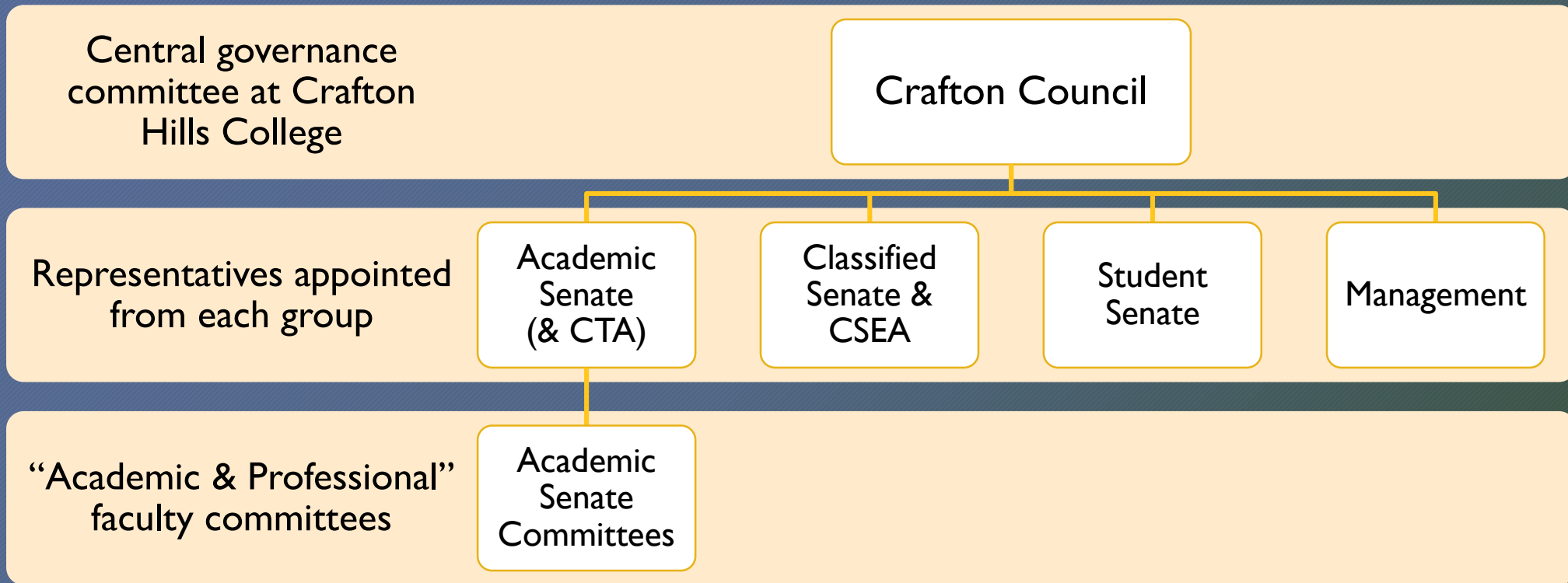


- At Crafton Hills College,
 - Each shared governance committee with classified staff representation must have an appointee from both CSEA and Classified Senate
 - Delineation of duties with CSEA acknowledges separation of governance and collective bargaining issues
 - Classified Senate is working with CSEA to develop a version to be negotiated with district administration

Organizational Structure



Governance Structure



Governance Structure



Committees of the Crafton Council with broad representation

- **Budget:** *Oversee budget process and institutional budget direction – One Senate Executive Board member*
- **Educational Master Plan:** *Oversee the strategic and educational master plan – One Senate representative*
- **Institutional Effectives, Accreditation, & Outcomes:** *Facilitate sustainable continuous quality improvement of the institution – One Senate representative*
- **Institutional Review Board:** *Coordinate external research conducted on campus – One Senate representative*
- **Planning & Program Review:** *Oversee program review process to ensure broad participation in institutional planning – One Senate representative*

Governance Structure



Committees of the Crafton Council with broad representation (cont.)

- **Professional Development & Flex Advisory:** *Oversee professional development plan – Open membership*
- **Safety:** *Oversee safety plan to reduce workplace injury – Representatives from occupationally hazardous areas*
- **Student Success, Equity, & Enrollment Management:** *Oversee plans for student success, equity, and enrollment management to address issues around recruitment, admission, retention, and success of all students – Open membership*
- **Technology Planning:** *Oversee technology plan – One Senate representative*

Governance Structure



- **Academic Senate Committees** – these committees are regarding “academic and professional matters” (10+1) and fall under the purview of the Academic Senate. Classified professionals serve on committees in advisory roles based upon job assignment.
- **Functional Committees** – these committees are operational work groups that bring together individuals based upon job functions to complete specific work tasks or periodically advise campus offices.

Serving on a Governance Committee



- Classified professionals, like you, bring a diverse perspective rich in
 - institutional knowledge
 - college operations
 - technical expertise
- Roles as a participant in governance
 - Contributing to dialogues with your views as informed through your experiences
 - Advocating for policies and processes that benefit the institution, students, and classified professionals

Serving on a Governance Committee



- Effective participation includes:
 - Adhering to the shared charge, mission, or purpose of the committee
 - Being civil, respectful, and honest
 - Ensuring your opinion is informed with high-quality and relevant information whenever possible
 - Being creative and open-minded
 - Approaching disagreements as valued differences in perspective rather than as motivated through malicious intent
 - Working toward consensus
 - Prioritizing attendance at and participation in all committee activities
 - Others?

Next Steps



- Classified Senate is seeking interested Classified Professionals for appointments to 2015-2016 Crafton Council committees (pages 9 & 10)
 - Contact [Ben](#) or [Ginger](#) with the committee(s) you're interested in
 - Consider multiple committees in case we have high interest
 - Executive Board will consider and finalize appointments on August 19, 2016