

Committee Work:

Can't Share Governance Without It

Governance Review Council

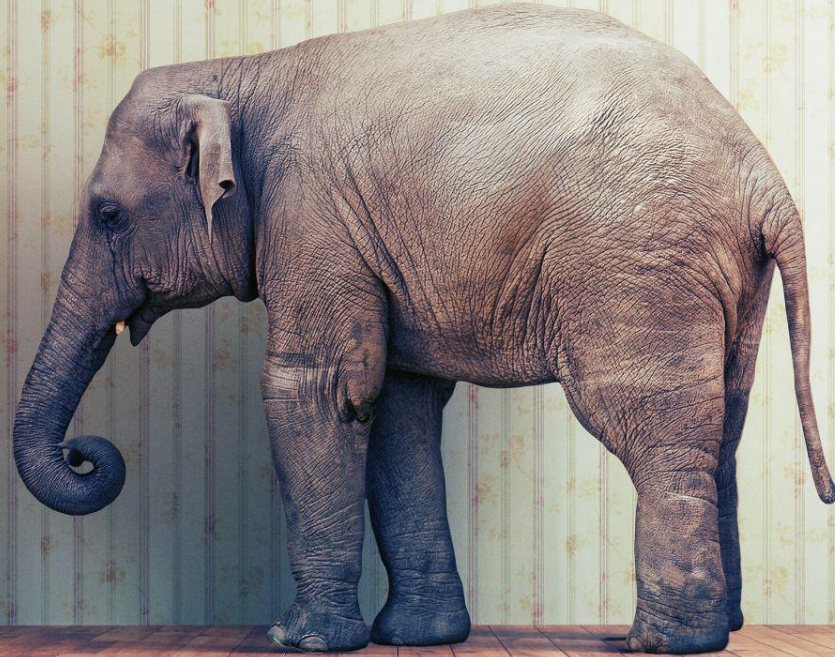
- Katherine Hsiaw (co-chair)
- Emelia Nacos
- Melanie Palomino
- Joanna Pinckney
- Emy Bagtas-Carmona
- Ryan Byrne
- Barbara Bonander
- Dave King (co-chair)



Agenda

- 1. Intro to our Participatory Governance System at COM**
- 2. Sharing PGS Experiences and Questions**
- 3. Upcoming Events in PGS**

Committee Work: A Bad Rap



Committee Work: A Bad Rap



“A committee is a group that keeps minutes and loses hours.”

- Milton Berle

“God so loved the world that He did not send a committee.”

- Edward Stasheff (?)

“By the time the committee has agreed on the problem, it no longer exists.”

- Unknown

“A camel is a horse designed by committee.”

- Sir Alec Issigonis (?)

“Committees have become so important nowadays that subcommittees have to be appointed to do the work.”

- Laurence J. Peter

“A committee is a creation with many heads but no brains.”

- Thomas Paine

“If you want to kill any idea in the world today, get a committee working on it.”

- Charles F. Kettering

“Democracy is the worst form of government—except for all the others.”

- Winston Churchill

Next Up

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What Is Participatory Governance?

(a.k.a. Shared Governance)

Education Code section 70901(b)(1)(E) [Appendix A. 1.] Boards of community college districts will:

“ensure faculty, staff, and students the right to participate effectively in district and college governance, and the opportunity to express their opinions at the campus level and ensure that these opinions are given every reasonable consideration . . .”

What Is Participatory Governance?

(a.k.a. Shared Governance)

Education Code section 70901(b)(1)(E)
[Appendix A. 1.] Boards of community college districts will:

“... and the right of academic senates to assume primary responsibility for making recommendations in the areas of curriculum and academic standards as well as other academic and professional matters as are mutually agreed upon between the governing board and the academic senate.”

Academic & Professional Matters (10+1)

1. Curriculum
2. Degrees and certificates
3. Grading policies
4. Educational program development
5. Student success standards & policies
6. College governance structures (faculty roles)
7. Accreditation (faculty roles)
8. Professional development (for faculty)
9. Program review processes
10. Institutional planning and budget development processes
11. Other academic and professional matters as mutually agreed upon

What Is Participatory Governance?

(a.k.a. Shared Governance)

According to Gary O. Olson writing for *The Chronicle of Higher Education*, shared governance:

“a delicate balance between **faculty and staff** [and student!] **participation in planning and decision-making processes**, on the one hand, and **administrative accountability** on the other.”

College of Marin

Participatory Governance System (PGS) Plan

Adopted May 2005
 Revised May 2008
 Revised April 2009
 Revised November 2009
 Revised May 2010
 Revised March 2011
 Revised April 2012
 Revised December 2012
 Revised March 2016
 Revised October 2021
 Revised May 2022

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*Please note that [this document](#) is in need of revision.

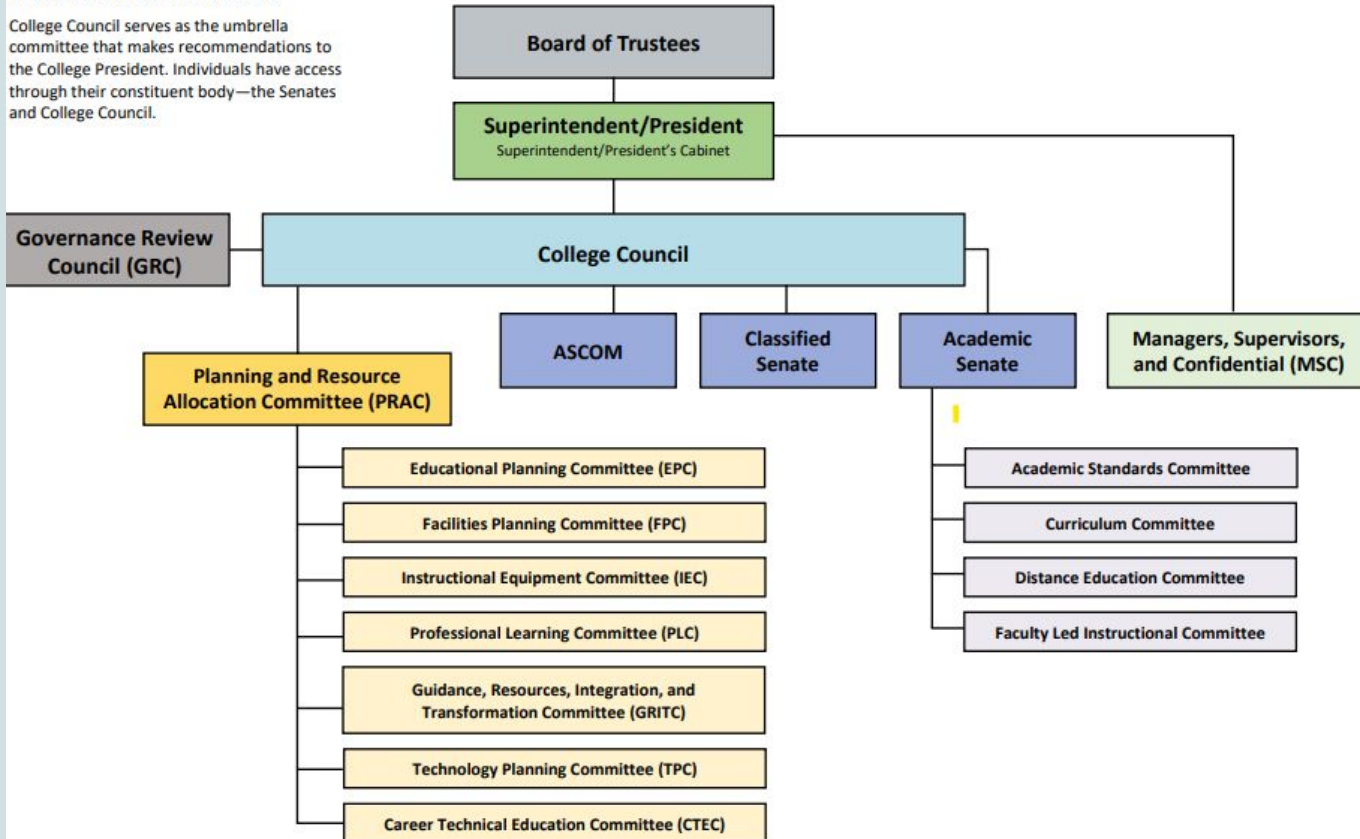
Participatory Governance System (PGS) Organizational Chart

College of Marin's Participatory Governance System consists of nine standing committees and councils composed of faculty, staff, and students.

Recommendations flow up from the committees.

Information flows in both directions.

College Council serves as the umbrella committee that makes recommendations to the College President. Individuals have access through their constituent body—the Senates and College Council.



Governance Review Council (GRC)

Students

- Katherine Hsiaw (co-chair)
- Emelia Nacos

Classified Professionals

- Melanie Palomino
- Joanna Pinckney

Administrators

- Emy Bagtas-Carmona
- Ryan Byrne

Faculty

- Barbara Bonander
- Dave King (co-chair)



GRC Charge

The Governance Review Council monitors and evaluates the governance process to ensure that:

1. the system's **processes are open, transparent and equitable;**
2. **governance committees adhere to the guidelines** outlined in the Participatory Governance System Plan;
3. **committees fulfill their charges effectively;**

GRC Charge (continued)

The Governance Review Council monitors and evaluates the governance process to ensure that:

4. committee members **regularly communicate** with their constituent group;
5. **recommendations are consistent with the mission of the College and reflect a core commitment to anti-racism; and**
6. **the College actively maintains its participatory governance system.**

GRC Vision



Next Up

1. Intro to our Participatory Governance System at COM
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3. Upcoming Events in PGS

Sharing Experiences & Questions

If you have experience on a PGS committee:

1. What has your **experience** been like?
2. What has **worked well**, and what has **not worked well**?

If you do not have experience on a PGS committee:

1. Why not? What **trepidations or hesitations** do you have?
2. What **questions or curiosities** do you have?

Notes on Experiences & Questions

- How do people get appointments to committees?
- How does the PGS deal with current issues in education (e.g. artificial intelligence)
- Participation on committees is a form of power
- How do we make committees a space for everyone to speak? Must make a concerted effort.
- Every committee needs a Yoda
- Need to increase transparency
- How are decisions made?
- What is our role as committee? How far do our expectations go?
- GRC can facilitate accountability for administrative decisions
- How can GRC help facilitate PGS and union interaction?
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Survey on Our Survey

Question for Today:

- Do you have any recommendations for **revising, adding, or deleting** our draft PGS survey questions? *Please feel free to use the chat!*
 1. **Committee Composition**: Please list the **current members** of your committee, including any **vacancies**.
 2. **Committee Charge**: To what extent does your committee's **charge reflect the work** that you do? If the charge is not reflective, please describe how.
 3. **Goals**: What are your committee's **key objectives for this academic year**, and how do they connect to the college's mission and values?
 4. **Leadership**: How is your **chairperson or co-chairs elected** and how often?

Survey on Our Survey

5. **Challenges and Needs**: What **obstacles or challenges** does your committee face in fulfilling its charge and meeting your goals? What kinds of **support** would be most beneficial for your committee (*e.g. professional learning, resources, processes, best practices for committee meetings*)?
6. **Meeting Frequency**: How often does your committee **meet**, and is it sufficient, insufficient, or too frequent for fulfilling the committee's charge and meeting your goals?
7. **Committee Effectiveness**: What is **successful or effective** about your committee's work and operations? What are your committee's most **significant areas for improvement**?
8. **Additional Comments**: Are there any **additional comments** or feedback about your committee or the Participatory Governance System that you would like to share with the Governance Review Council?

Upcoming from the GRC

- Follow-up email from today!
- PGS Survey!
- PGS Promotional Materials!
- Updates to PGS Plan and Organizational Chart!
- And more!



Want to Participate?

- Brush up on the PGS plan and committee work at gov.marin.edu
- Connect with your constituency group's leadership
 - Classified Senate
 - Academic Senate
 - ASCOM
 - Superintendent/President
- Talk with current members of committees
- Attend a committee meeting
- Consider participating on a committee
- Stay tuned for more from the Governance Review Council
- **Bring your questions and concerns to a GRC member!**

On behalf of the GRC,

**Thank you for your
participation!**

