

College Council Meeting 2022-23

December 7, 2022 / 1:00 pm

RC 181

Welcome/Review Agenda

Members present: Jeff Hoyer, Barry Bailey, Kristy Howell, Jason Arnett, Jill Sigler, Star Triscornia, Yassin Ali, Andy Bowne, Brett Cooper

Members absent: Angela Boyer, Greg Musil, Robin Judkins, Elisa Waldman

Minutes from 11/16/2022 - approved unanimously

Shared Governance Updates:

- Staff Council, Jeff Hoyer
 - Jill Sigler
 - Angela Boyer
 - Robin Judkins
 - Kristy Howell

Jeff shared that minutes for Staff Council are available both internally and externally. Please keep up with progress in Staff Council by following minutes through the following channels: Infohub emails, Infohub page and minutes, conversations with members.

Staff Council hopes to become more proactive in identifying and supporting positive changes for the institution rather than reactive.

- Student Senate
 - Yassin Ali

JCCC Gives has 102 tags left. Last day to donate is 17 December, and though over \$2000 has been raised, donations can still be made through ShopJCCC. Tickets are on display in the Center for Student Involvement (COM 309).

Yassin was featured at the Board of Trustees meeting and spoke a bit to that conversation with the Board.

- College Council, Dr. Bowne & Jason Arnett

College Council is now regularly included in the Board of Trustees meetings.

- Board of Trustees, Greg Musil

With Trustee Kosten's resignation, the Board will begin the process of filling her vacated term. The call for applications will close at 5PM today, and candidates will be interviewed on 9 January. Expectation will be that they will make a decision in time for the 19 January meeting.

Criteria? There's an application, and they'll have a template that they'll use to review them. There's an initial, quick, review with limited discussion, and then a more extensive interview process.

- Cabinet, Elisa Waldman

- Adjunct Council, Kim Fuller

Kim and Rebecca Kastendick meet regularly with Dr. McCloud. There have been some conversations with deans to make sure courses are updated more quickly, and that timelines and processes can be more consistent.

- Academic Branch Council (ABC), Barry Bailey

Subcommittee is still working on academic dishonesty issues.

With the change to Provost for Dr. McCloud, what does that mean to reporting structure for ABC?

Hoping to be more inclusive in representation on ABC committees, etc. There will be a review of bylaws.

- Faculty Association, Brett Cooper

Looking forward to ABC bylaws review. FA is following closely the process for Dr. Kosten's replacement.

The FA party is coming up this week. All are invited!

- Counseling, Star Triscornia

Counseling is moving closer to deploying the online appointment software. Hopefully, it will be ready to test next week.

Automated assignment of students to pathway clusters is still a challenge, but the conversation is continuing.

Items for Consideration: (Include one sentence description, name of person submitting item)

- Communication Concerns (Jason Arnett)
 - With multiple concerns and topic submissions through the Staff Council InfoHub page, there is a general sense of unease and worry about how the College communicates important issues to the entire campus community.
 - Concerns
 - Fear of retribution; low confidence in senior leadership; loss of benefits; communication of shared governance role and successes; "layers of leadership failures"
 - Discussion
 - Next steps

Discussed how communication failures have occurred and how they're affecting campus.

What should our first steps be in addressing these challenges?

- Conversations with Dr. Bowne is a great step in the right direction
 - We do ensure that someone from staff council attends each of those to keep notes
 - The feedback loop is what we need to focus on.
 - What else needs to happen?
- Shared governance doesn't necessarily mean equal sharing. The decision to move to a provost model is an example communication challenges. How do we determine the kinds and scopes of communication that will be commensurate with big decisions? Transparency after the fact is less effective than communication beforehand.
- Structural changes will affect shared governance. Substantive changes to the org chart should progress through shared governance channels rather than be administrative dictates.

- What expectations do people have for what shared governance can and should do?
- How are decisions actually being made and communicated in college council?
- How does the structure of reporting and discussion work?
 - ABC has a flow chart that helps manage the reporting and communication pathway for topics.
 - We don't have something similar for staff council. This is something [@Jeff Hoyer](#) will work on this going forward.
 - A rigid structure isn't necessarily the solution, because that could curtail contributions. But guidelines are important.
- The conversation on this topic has indicated to Yassin that Senate reps to College Council need to be more formal in sharing information with and from Senate.
 - Open Forum may be a tool to help facilitate conversation.
- Do we have people on campus who don't have access to email? How are we communicating across language barriers? How are we considering barriers?

Feedback needs to be active

We need to explore tools and ways to follow through when responses don't come

- Recommendation to bring in Terri Easley-Giraldo to discuss the communication initiative(s) through the KLC
- Could a subcommittee of the College Council help with this?

Subcommittee proposal:

Group to evaluate how we communicate and how feedback should be shared.

Barriers to communication that need to be addressed

Younger students' barriers? Faculty? Staff? Generational barriers across employees?

In difficult conversations, there are three things happening: 1. What's happening? 2. 3. Identities

Setting expectations, or understanding what goals are. What's the goal of communication?

Figuring out what systems are available for communication and how they talk to each other

Dr. Bowne spoke to the plans going forward that will structure the Provost position and its development. Implementation of the Provost model will be collaborative and planning for it will be open and broadly engaged across the institution in order to build campuswide consensus.

Will proceed taking advantage of shared governance structures and departments.

Meeting Schedule (Room TBD)

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|---------------------|------------------|
| ○ January 18, 2023 | ○ April 19, 2023 |
| ○ February 15, 2023 | ○ May 10, 2023 |
| ○ March 22, 2023 | ○ June 21, 2023 |
| | ○ July 19, 2023 |

3 up, 3 down (Reflection on meeting; what to bring forward, what to do differently)

