Governance Council  
October 13, 2014  
District Office B-218  
3:00-5:00pm  

Meeting Notes

In Attendance: Manny Amado, Carlo Buscemi, Kim Lisa Duchicela, Fernanda Gonzalez Van-Pratt, Don Harp, Gwen Joseph, Joe Labuda, Joe Langlois, Alec Moreno, Jeff Silvyn, Michael Tulino, Mykle Zoback

Not In Attendance: Lee Lambert, Lorraine Morales, Debbie Yoklic

1. **Building College Governance Structures: Presentation by Gwen Joseph:**

   Interim Campus President Gwen Joseph presented the Governance Council with a PowerPoint presentation that originated from a discussion at Chancellor’s retreat this past summer, which focused on decision making processes. Gwen’s presentation “Building the Core” was presented at Cabinet for the purpose of restructuring current Cabinet meetings to be more strategic. This framework is being used for Governance Council to help discuss where Governance Council fits and what its role within the college is. The focus is to look into refining structures throughout PCC. There is a disconnect when it comes to decision making; something needs to be put into place to create a mechanism for communications for procedures and practices. We have many peer teams in place today that are addressing issues that need to be redirected from operational to strategic to be more efficient. Governance Council needs to be proactive than reactive.

   Each committee member on the Governance Council holds a responsibility to relay the information taken from the committee sessions back to their campuses so all campuses “can be singing the same song,” in Gwen’s words. All campuses need to be on the same page, as well as Campus Presidents. Communication needs to be more transparent throughout the board. Gwen emphasized that the College needs to act as one within our 6 campuses.

   Gwen noted that at one point all decisions were made from the top, now the culture has changed and we have to get to a point where decisions are made by those who are directly affected. We need to get to a structure where we are functioning at the level of our positions. Decisions take a long time, due to issues going to too many people who don’t necessarily need to be included. We need to understand who and where certain issues need to go to.
Defining Governance, Strategic, Operational, and Policy within our organization is key to keeping the lines of communication at PCC consistent and clear and to figure out how Governance Council fits. The Chancellor has proposed that all campuses implement a Governance Council at each campus.

Q&A

- **Gwen asked the team what does the Governance currently do or its function?**
  Alec Moreno: We are still fairly new, and are still trying to figure out our role within the college.
  Don Harp: Each member’s job is to represent their constituents the best we can as well as their concerns or suggestions.

- **Gwen asked the team how we will determine which issue the Governance Council will address, from Prioritize/Interrelationship within the College about the issues/how are we getting to action?**
  Mykle Zoback: She feels the committee would most likely go to the Chancellor for direction about addressing issues.
  Gwen Joseph: We need to get to a place where we are taking more of the initiative and making decisions instead of looking to the Chancellor to do all the decision making.
  Don Harp: An implementation of each member bringing forward an agenda item each time GC meets will be more productive with addressing college issues.
  Gwen Joseph: Core issues need to go beyond surface issues and correct the core issue, for example the structure. Gwen brought up the subject on discontinuing some process that doesn’t have value anymore or that could be improved. Just because someone may have put it in place many years ago does not mean that the College needs to continue.

- **Jeff Silvyn asked Gwen if she had any suggestions for Governance Council to start this new pathway**
  Gwen Joseph: Advised the team to get with our co-chair to work together to discuss a process.
  Jeff Silvyn: Stated we need to create a flow path as to what issue comes to the Governance Council. As of right now, Governance Council makes suggestions and does not make decisions, but a chart created to know where an issue goes from GC to the appropriate decision maker is important.

2. **Request from note taker to record meetings:** Approved
3. **Discussion with co-chairs of Task Force on Faculty hiring and HR on Adjunct Faculty status:**

   Julia Fiello, Charlotte Fugett and Ted Roush led the discussion on the Faculty Hiring Taskforce. Clarification was requested from the Governance Council as to what Faculty employees can apply for.

   Julia stated as discussed in the charge, we are not creating policy (either FPPS or other BP) nor SPGs at this time; in fact, we specifically note that we are not modifying policy at this point but instead keeping all existing policies on hold. Instead, we are creating working drafts for people to try this year. We will be soliciting feedback from the full College community in the spring after people have had time to actually try out the processes. Finally, to ensure that all policies, SPGs and departmental practices are in line, we purposefully fused all of these into one working document for review, so what we have at the moment are sets of steps to try (both for allocating faculty positions and for hiring full-time faculty). As part of our Spring review process, we will separate out which information really belongs in the FPPS (and bring that to Meet and Confer). Any steps that result in an SPG will, of course, go through the traditional review process at that time.

   Julia will be sending all Faculty an update and remind employees about the pilots and timelines. In February/March a survey will be going out about what worked and what didn’t.

4. **Evaluation Plan: Michael Tulino**

   Michael Tulino led the discussion to why the Fast Action Teams were put in place:
   1. Look at how we access ourselves as a body
   2. Draft a communications plan

   This survey will serve as evidence to the HLC for the December visit with the HLC. Michael sent out an email in September asking what questions we need to ask ourselves to figure out how effective we are. He will resend that email. He asks members to please respond as soon as possible.
Meeting Adjourned at 4:45pm

Future Meetings: 10/27/14, 3-5pm, Videoconference Location
               11/10/14, 3-5pm, B-218