**DRAFT: Participatory Governance Assessment Taskforce Proposal**

Centering Our Values: Excellence, Respect, Diversity, Integrity, Responsiveness

**Background**: In support of our mission to “provide our community with equitable access to educational opportunities and support services that empower students to achieve their academic and career goals in a diverse and inclusive learning environment,” Los Medanos College uses a participatory governance framework to support both the work of the college and the participation of its constituents in leadership and decision-making processes. Best practices to ensure effective leadership and participatory governance structures include regular assessments that allow for opportunities to improve and support engagement in decision-making processes and communication that allows for input, discussion, and communication of decisions. Our accrediting body, the Accrediting Commission for Community and Junior Colleges addresses these concerns in **Standard IV A Leadership and Governance:**

The institution recognizes and uses the contributions of leadership throughout the organization for promoting student success, sustaining academic quality, integrity, fiscal stability, and continuous improvement of the institution. Governance roles are defined in policy and are designed to facilitate decisions that support student learning programs and services and improve institutional effectiveness, while acknowledging the designated responsibilities of the governing board and the chief executive officer. […]

5. Through its system of board and institutional governance, the institution ensures the appropriate consideration of relevant perspectives; decision-making aligned with expertise and responsibility; and timely action on institutional plans, policies, curricular change, and other key considerations.

6. The processes for decision-making and the resulting decisions are documented and widely communicated across the institution.

7. Leadership roles and the institution’s governance and decision-making policies, procedures, and processes are regularly evaluated to assure their integrity and effectiveness. The institution widely communicates the results of these evaluations and uses them as the basis for improvement.

LMC’s Shared Governance Model is a structure for “creating its vision with the guiding question: what does this issue, decision (etc.) mean for us as an institution?” LMC has defined shared governance in its broadest sense as “participation of and mutual deliberation by the College Senates, the President, and the management team” that aspires to “move us toward forward-looking decision-making, with an emphasis on equitable outcomes and processes” (Governance Handbook, draft 3/2023).

**Context**: Since March 2020, Los Medanos faculty, staff and administrators have managed to move the entire college online and have begun the work to return to in-person working and learning environments. The College has opened its new Brentwood Center as well as two new service and instructional spaces at the Pittsburg Campus. Long-term President, Dr. Bob Kratochvil, retired in December 2022, and Dr. Pamela Ralston was appointed as Interim President in January 2023. Numerous esteemed colleagues have retired and many new staff and faculty have been hired since the pandemic began.

The District and College recognize that the pandemic has moved into an endemic stage and have returned to new ways of working in person and online. As a consequence, Brown Act legislative requirements have impacted the use of online meeting accommodations, which has led to discussions across committees about how to incorporate participants working remotely. Given these concerns and because permanent president will join Los Medanos in the summer of 2023, Fall 2023 is an ideal time to conduct an assessment of our governance structure.

**Proposal**: LMC’s governance model should provide: support for the achievement of the College Mission; development and oversight of College policies; and engagement of diverse constituencies with a focus on achieving equitable outcomes and excellence across the College. A cross-constituent taskforce should:

* Evaluate Brown Act memoranda
* Review committees that are legislatively enacted and their subcommittee structure
* Determine how to increase engagement across constituent group by people of color, people from differing backgrounds, disciplines, departments.
* Evaluate committee structure for duplication, redundancy, and overlap of committee efforts
* Evaluate information flow within and among committees
* Promote clear committee purpose, process, and product(s)

**Timeline:** To be initiated Fall 2023 and completed December 1, 2023.

**Product(s):**

A report including proposed: restructuring (if any), additional committees (if any), ending committee(s) if any, and merging of committees (if any).

Final draft of The Governance Handbook

A flow chart for how ideas are taken through the governance process to fruiting

**Proposed Membership:**

* 2 Students
* 2 Faculty
* 2 Classified Professionals
* 2 Administrators/Managers