

SAN DIEGO MIRAMAR COLLEGE

SPRING 2020

ALL COLLEGE KICK OFF

“OPTIMISM AND LIVING OUR MISSION”

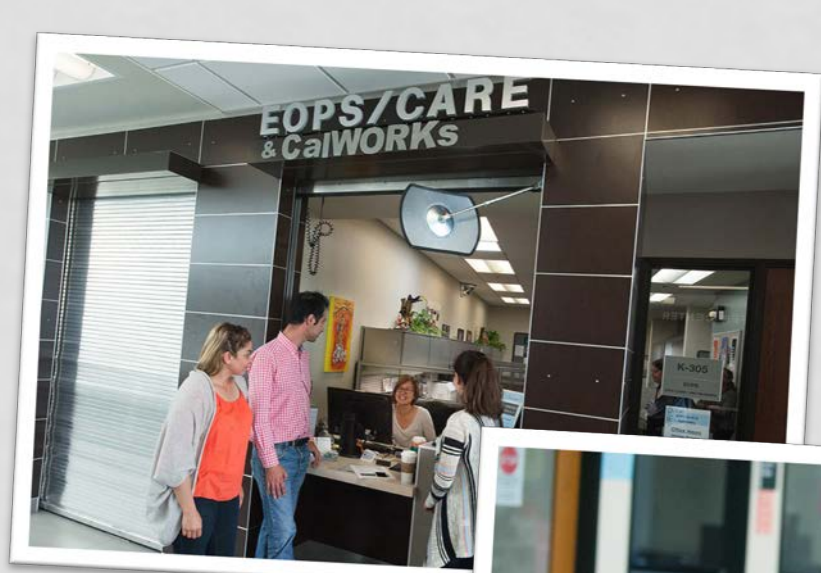


SAN DIEGO MIRAMAR COLLEGE





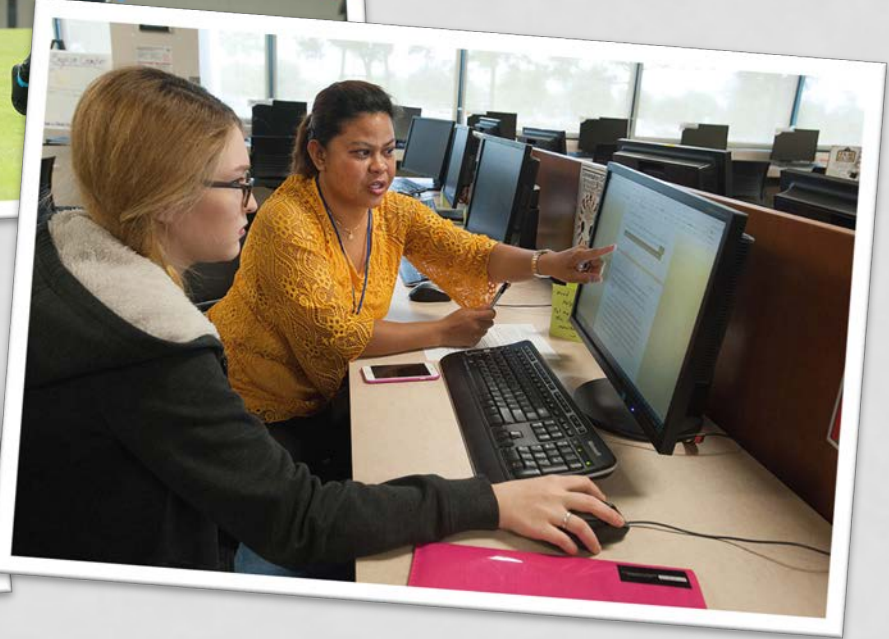






























BE MORE AWESOME



KID PRESIDENT

# DR. MARSHA GABLE

Interim President  
San Diego  
Miramar College





TAKE A MOMENT TO APPRECIATE  
HOW AWESOME YOU ARE.



[hotsalmon.com](http://hotsalmon.com)

YEAH, YOU!

# WELCOME REMARKS



- Chancellor Constance Carroll



- SDCCD Board President Maria Nieto-Senour



# INTRODUCTION OF NEW TEAM MEMBERS

SPRING 2020



**Julia Kamp**

*Mental Health Counselor*

Student Affairs/Mental Health

Started 11/13/19

**SAN DIEGO MIRAMAR COLLEGE**





**Michelle Pasag**

*Administrative Technician*

Business Office

Started 10/18/19

**SAN DIEGO MIRAMAR COLLEGE**



**Abby Watt**

*Research Associate*

School of Planning, Research & Institutional  
Effectiveness, Library & Technology

Starts 2/3/20

SAN DIEGO MIRAMAR COLLEGE



# TEAM AWESOMENESS



- Brett Bell  
VP Administrative Services



- Paulette Hopkins  
VP Instructional Services



- Adrian Gonzales  
VP Student Services

WAKING UP TO A  
NEW DECADE  
WITH - *OPTIMISM*







Optimism is the ability to  
focus on where we're going,  
not where we're coming from.

- Simon Sinek

# LIVING OUR MISSION WITH OPTIMISM....

- Quality Instruction
- Support Services
- Diversity and Equity
- Innovative Programs
- Success and Completion

# LIVING OUR MISSION WITH OPTIMISM....

San Diego Miramar College's mission is to prepare students to succeed in a complex and dynamic world by providing *quality instruction and services* in an environment that supports and *promotes diversity, equity and success*, while emphasizing *innovative programs and partnerships* to facilitate *student completion* for transfer, workforce training and/or career advancement.



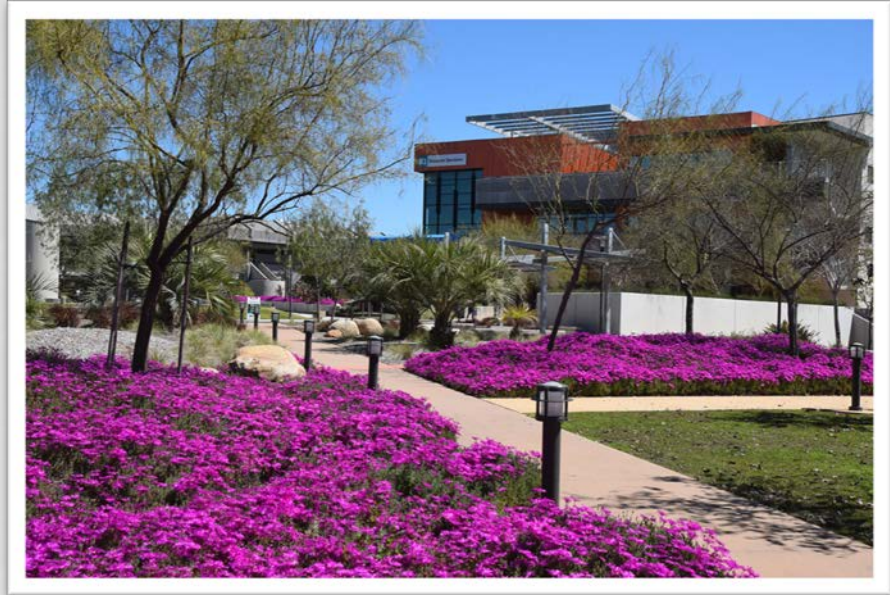
# ADVANCING OUR MISSION TO BE STUDENT READY

“A student ready college is one that strategically and holistically advances student success and works tirelessly to educate all students.”



# OUR MISSION DRIVEN “ECOSYSTEM”

- “College campuses often function as an ecosystem. Sometimes it is in good health; sometimes it is not so healthy but in need of nurturing and change. Growth always occurs one way or the other.”



DAO MINH AHN VAN, ASG  
SEAN YOUNG, CLASSIFIED SENATE PRESIDENT  
DR. LAURA MURPHY, FACULTY SENATE PRESIDENT  
ADRIAN GONZALES, VICE PRESIDENT OF STUDENT SERVICES

# COLLEGIALITY IN ACTION AT MIRAMAR

IMPROVEMENT OF OUR COLLEGE GOVERNANCE STRUCTURE AND PROCESSES  
SPRING KICK-OFF 2020



# WHAT IS COLLEGIALITY IN ACTION (CIA)

- **Collegiality in Action\*** is a joint effort of the Academic Senate of the California Community Colleges (ASCCC) and the Community College League of California (CCLC).
- The purpose of this program is to help districts and colleges successfully implement state law and regulations that call for effective participation by faculty, staff, and students in district and college governance.
  - **Effective Participation Fundamentals**
  - **Effective Participation Focused Study**
  - **Issue Resolution**

*\*Formerly referred to as 'Technical Assistance'*

# WHY WAS THE CIA AT MIRAMAR COLLEGE?

- CIA was brought to Miramar in 2018 to assist with:
  - **Issue Resolution** regarding breakdown in communication and adherence to the law as it pertained to accreditation requirements of institutional governance, Title 5 requirements, the Brown Act, and the distinct role of Faculty in Collegial Consultation (10+1) under the law (AB 1725).
  - **Effective Participation in Governance** to review and improve the College Governance Structure and Processes at Miramar to ensure alignment with above mandates and with full participation and ownership of all constituent groups.
  - **CIA Facilitators** were **Larry Galizio**, CCLC President; **Julie Bruno**, ASCCC President; and **Helen Benjamin**, HSV Consulting President.

# HOW WERE CONSTITUENTS REPRESENTED AT MIRAMAR?

- **Governance Leadership Team**
  - College President + one manager
  - Academic Senate President + one faculty member
  - Classified Senate President + one classified professional
  - Associated Students President + one student
- **Governance Project Review Committee**
  - Administration: 8 members
  - Faculty: 11 members
  - Classified Professionals: 7 members
  - Students: 4 members



# CIA PARTICIPANTS

- Joyce Allen
- Lou Ascione
- Cheryl Barnard
- Brett Bell
- Alana Bermodes
- Lisa Brewster
- Valerie Chau
- Lisa Clarke
- Sayeh Dehestani
- Kelly Dunlap
- Adrian Gonzales
- Dan Gutowski
- Darrell Harrison
- Terrie Hubbard
- Mary Kjartanson
- Marie McMahon
- Laura Murphy
- Daniel Miramontez
- Cheyanna Morence
- Wheeler North
- Paulette Hopkins
- Patricia Hsieh
- Larry Pink
- Alex Sanchez
- Sam Shooshtary
- Van Dao Minh Anh
- Linda Woods
- Sean Young
- Xi Zhang

# WHAT WERE THE CIA'S INITIAL FINDINGS?

- Regarding **Issue Resolution**
  - The CIA facilitators were unable to assist with resolving the breakdown in communication and adherence to the law as it pertained to collegial consultation and governance.
- Regarding **Effective Participation in Governance**
  - The CIA Facilitators reviewed the Miramar College Governance Structure and Processes and noted the following :
    - Need for clear distinction between Academic and Professional (10+1), Participatory Governance, and Operational Matters and Committees.
    - Need to ensure effective student voice in 9 + 1 matters.
    - Need to align governance processes with Title V and the law.
    - Need for streamlined and documented process for decision making.
    - Need for common understanding of governance processes such as quorum, voting, proxies, and issue resolution.

# EFFORTS FOCUSED ON EFFECTIVE PARTICIPATION- GOVERNANCE STRUCTURE AND PROCESSES

- **November 2018**

- CIA Visiting Team met with the College Governance Leadership Team to outline plan of action for CIA activities.

- **March 2019**

- Governance Project Review Committee held first meeting and a college-wide Governance Survey was administered.

- **April 2019**

- Governance Forums were conducted on campus to inform campus of the goals and strategies for CIA activities and to report findings of Governance Survey.

- **March 2019 – September 2019**

- Governance Project Review Committee met on four occasions to complete assigned tasks, primarily focusing on the re-engineering of the College Governance Structure and Processes



# WORKGROUP STRUCTURE

- **Participatory Governance Workgroup**
  - Develop and recommend a structure and processes that focuses on issues involving participatory governance
    - Administration – 5 members
    - Faculty – 5 members
    - Classified Professional – 5 members
    - Students – 3 members
- **Academic and Professional Matters Workgroup**
  - Develop and recommend a structure and processes to be used in making decisions related to academic and professional matters as delineated in AB 1725
    - Administration – 3 members
    - Faculty – 8 members
    - Classified Professionals – 2 members
    - Students – 2 members

# PRIMARY FOCUS OF THE WORK

- Review and understand requirements under Education Code, Title 5, Brown Act and ACCJC Accreditation Standards.
- Identify strengths, weaknesses, threats, and opportunities of current governance structure and processes.
- Clearly identify Academic and Professional Matters committees; Participatory Governance committees; and Operational committees.
- Review and improve, as needed, Governance Structures and Processes, including the College Governance Handbook.
- Clarify purpose, responsibilities, of membership of all committees.
- Clarify role and responsibilities of committee chairs and committee members.

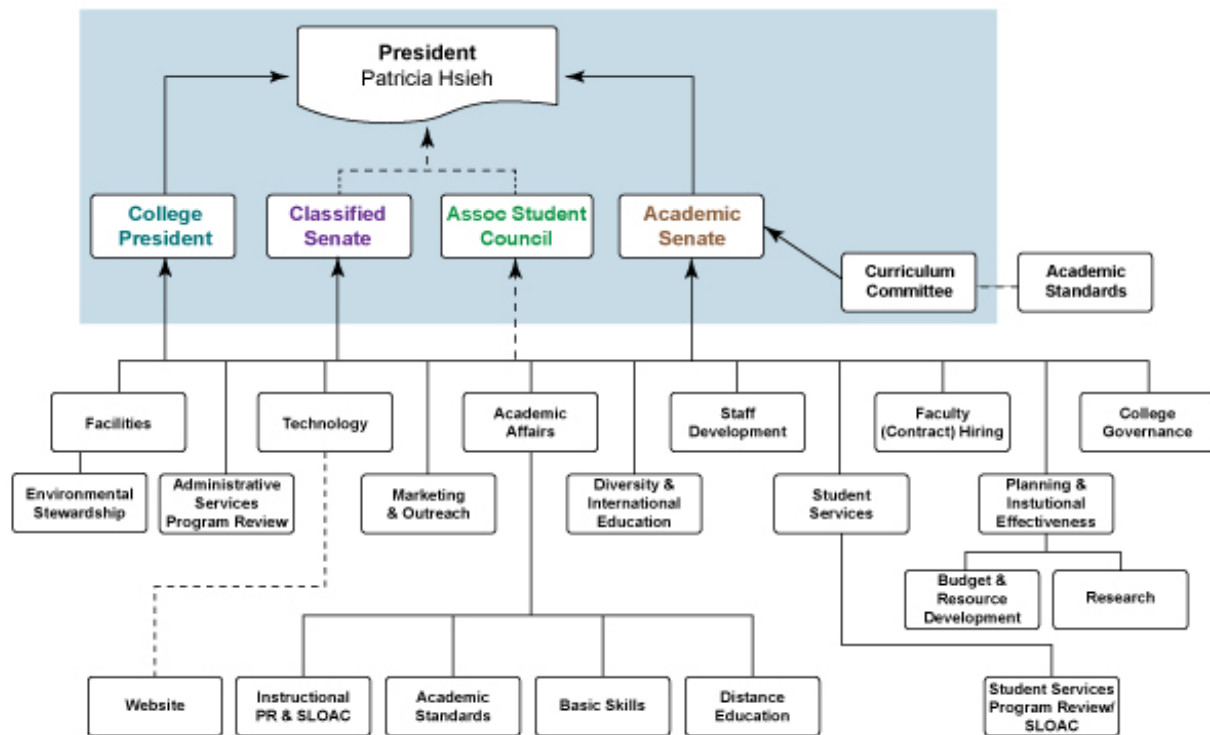
# SUMMARY OF RECOMMENDED CHANGES

- Clear description and delineation of decision making process for Academic and Professional Matters (10+1) and for Participatory Governance Matters
- Streamline of decision making by reorganization of committees under
  - Academic Senate
  - Participatory Governance
  - Operational
- Clear descriptions and standardization of practices for
  - Quorum
  - Proxies
  - Term Lengths
  - Agendas and Minutes
  - College-wide Plan Approval

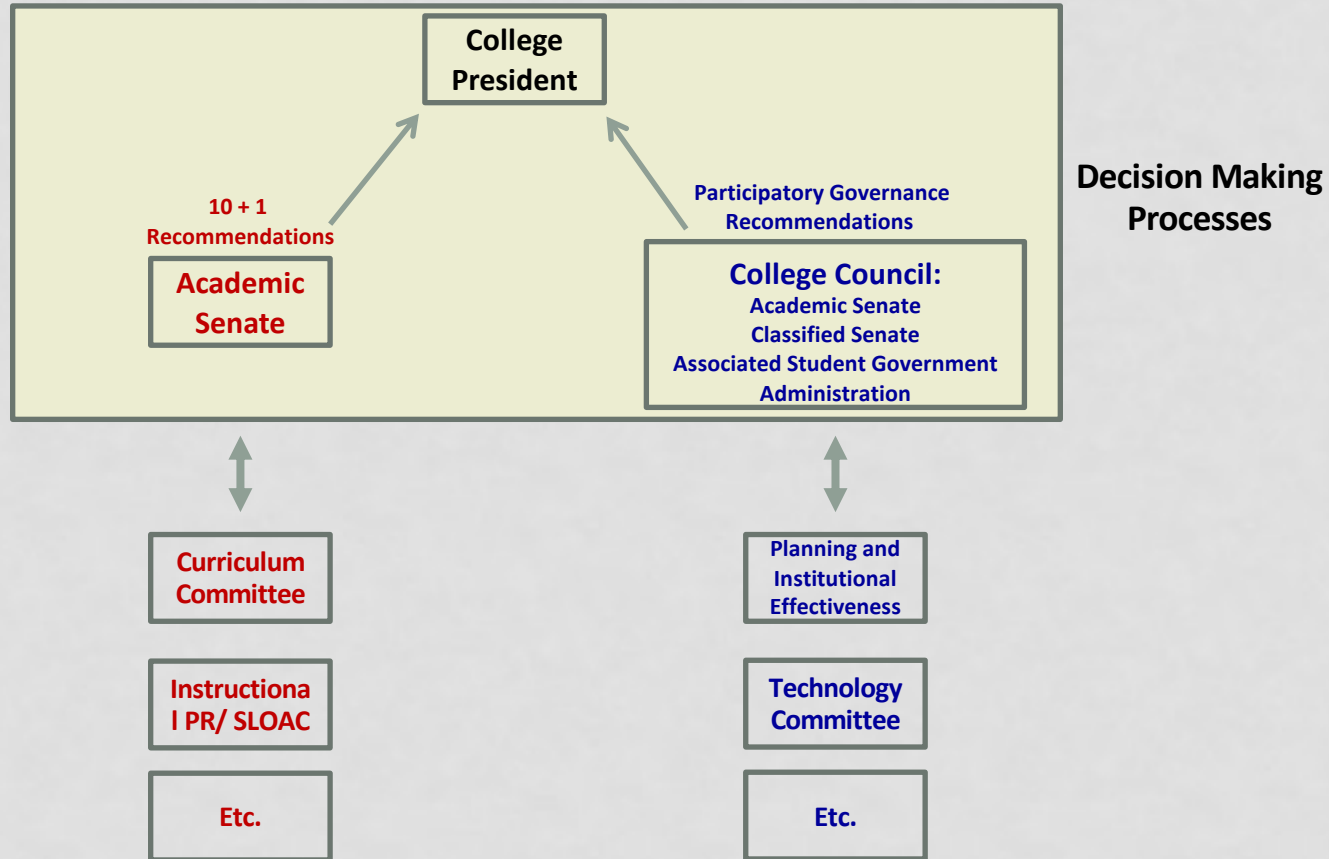


# SAN DIEGO MIRAMAR COLLEGE

## Governance Structure



# Overview of Recommended Structure



# UPCOMING EVENTS FOR COLLEGE GOVERNANCE REVIEW PROJECT

- **January/February 2020**
  - Governance Project Review Workgroups complete review of *Draft* College Governance Handbook and forwards to the College Governance Committee (CGC).
- **February 2020**
  - CGC distributes *Draft* Handbook; constituency leaders share *Draft* with constituents and receive input.
- **February/ March 2020**
  - Governance Project Review Committee and CGC hold public forums and attend constituency, committee and department meetings as requested.
  - CGC meets to discuss input received by constituencies and determine changes to be incorporated into document.
- **April 2020**
  - Final Handbook is presented to constituencies for recommendation and presented to CEC for approval.



# PROPOSED IMPLEMENTATION PROCESS

- **April/May 2020 – Committee membership determined for Fall 2020**
  - Committees will retain partial membership so not to lose institutional history.
- **May 2020 – Campus-wide training provided**
  - Review changes to governance structure
  - Review governance processes and standardization of practices
  - Review roles of committee chairs and committee members
- **Fall 2020 – Implement new structure and processes**
- **Spring 2020 – Initiate evaluation process**

# ASG UPDATES

# WHAT'S AHEAD FOR SPRING 2020?

- Strategic Planning Summit on March 13<sup>th</sup>
  - Guided Pathways Focus
- Walk with the President in 2020 (steps)
- Equity Forum and Dialogues – Living Our Mission
- CIA Governance Highlights, Handbook, and Roll Out
- Caring Campus
- President Search
- ....And more AWESOME stuff!!

TACO 'BOUT



AWESOME!



HAVE AN  
AWESOME  
SPRING  
SEMESTER!!!

