

**SHARED  
GOVERNANCE  
TASK FORCE  
PROPOSAL:**

**THE SAGA CONTINUES**

**Presented By:  
Shared Governance Task Force (SGTF)**

# CAST OF CHARACTERS: SHARED GOVERNANCE TASK FORCE (SGTF)...

- Laureen Balducci: Chair, Admin. rep
- Jennifer Mahato: Admin. rep
- Eric Mendoza: Admin., Affinity Group rep
- Melinda Hughes: Faculty, Affinity Group rep
- So Kam Lee: Part-time Faculty, Affinity Group rep
- James Nguyen: Faculty rep
- Mylinh Pham: Faculty, Affinity Group rep
- Mary Pape: Faculty rep
- Tim Shively: Faculty rep
- Keri Kirkpatrick: Classified Professional Staff rep
- Scott Olsen, Classified Professional Senate rep
- 2 Student reps: DASB to assign new reps Winter 2022 quarter



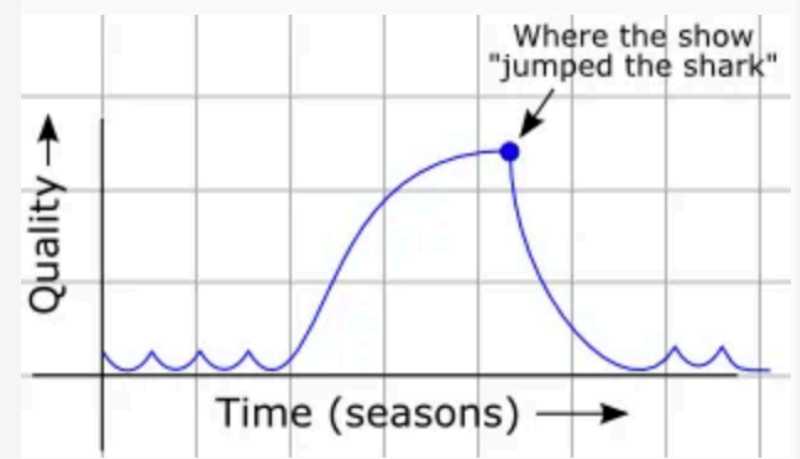
# PREVIOUSLY ON SGTF...

- Spring 2021- present:
  - Assessed the DA SG model surveys
    - [Governance Review \(deanza.edu\)](https://deanza.edu)
    - 2019 survey: [Microsoft Word - Executive Summary Report v 2.0.docx \(fhda.edu\)](#)
    - [Agenda - Focus Group - Faculty/Instruction \(fhda.edu\)](#)
    - [Agenda - Focus Group - Classified Professionals \(fhda.edu\)](#)
    - [Agenda - Focus Group - Students \(fhda.edu\)](#)
  - SGTF reviewed the De Anza's current SG model
  - Researched other college's SG models
  - Wrote first proposal based on
    - Communication
    - Collaboration
    - Equity



# PREVIOUSLY ON SGTF...

## DE ANZA JUMPS THE SHARK:



- **Problem #1:** Siloed decision making. Too many groups are making decisions that directly and indirectly affect one another without sharing information amongst the groups. There are too many disparate processes for decision making on campus, which causes problems when funding is coming from the same sources.
- **Problem #2:** Lack of trust. There has been in the past a tendency for senior staff to go through decisions they want, without seriously considering the input and expertise of the members of the PBTs. Shared governance should be the process through which decisions are made, not a group of “yes people” who simply approve pre-formed plans. Any new governance structure should protect against this tendency.
- **Problem #3:** Parity in representation. All constituency and affinity groups across the campus community should be included in the decision-making processes in an equitable manner. Individuals should serve on only one committee at a time.

# THE SUPPORTING CAST:

## SGTF PROPOSAL 1.0 WAS SHARED WITH THE FOLLOWING GROUPS/DATES:



- Academic Senate: 9/27/21
- Classified Senate: 11/9/21
- Affinity Groups:
  - BFSA: 11/17/21
  - DALA: 9/22/21
- College Council/President: 12/2/21
- DASG: 1/12/22; asked for 2 new student reps to be on SGTF

# THE SUPPORTING CAST: (TO BE CONTINUED...)

## THE SGTf PROPOSAL 1.0/2.0 TO BE SHARED WITH:

- IPBT:TBD
- SSPBT: 2/3/22
- APBT:TBD
- Affinity Groups we may have missed:
  - EAC: 1/28/22
  - Others TBD
- Town Hall meeting:
  - Wednesday, Feb. 16, 2-3 PM



# MEANWHILE BACK AT THE RANCH...

## THE SGTF:

- Generated feedback from each SG group
- Processed the suggestions and input
- Updated SGTF website with meeting minutes, PPT, data
- Formulated Q&A on SGTF website to be answered by the SGTF
- Made changes to the original proposal made in November, 2021

**Meanwhile  
Back At The Ranch**

# SPOILER ALERT!

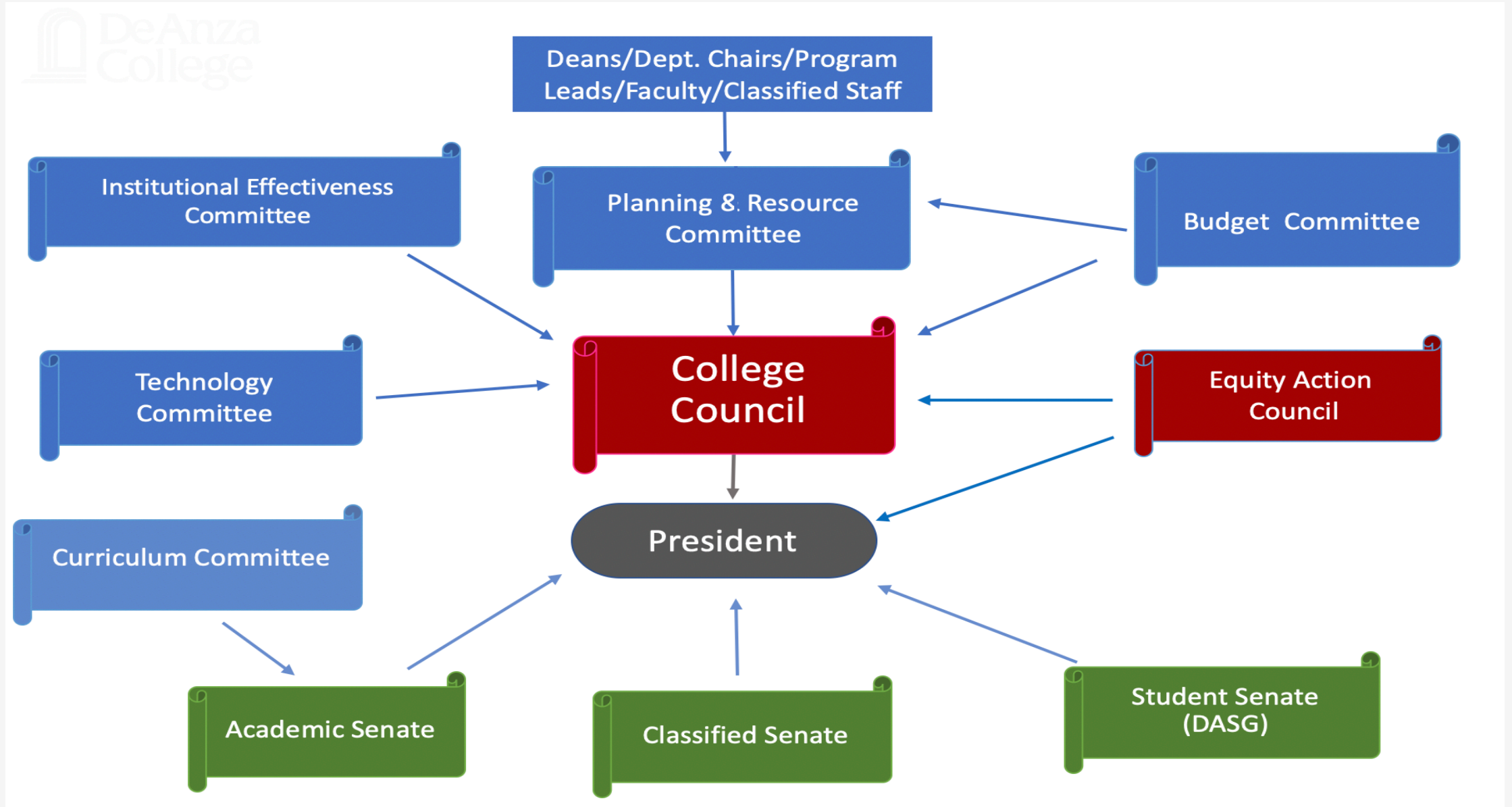
## SGTF PROPOSAL 2.0:



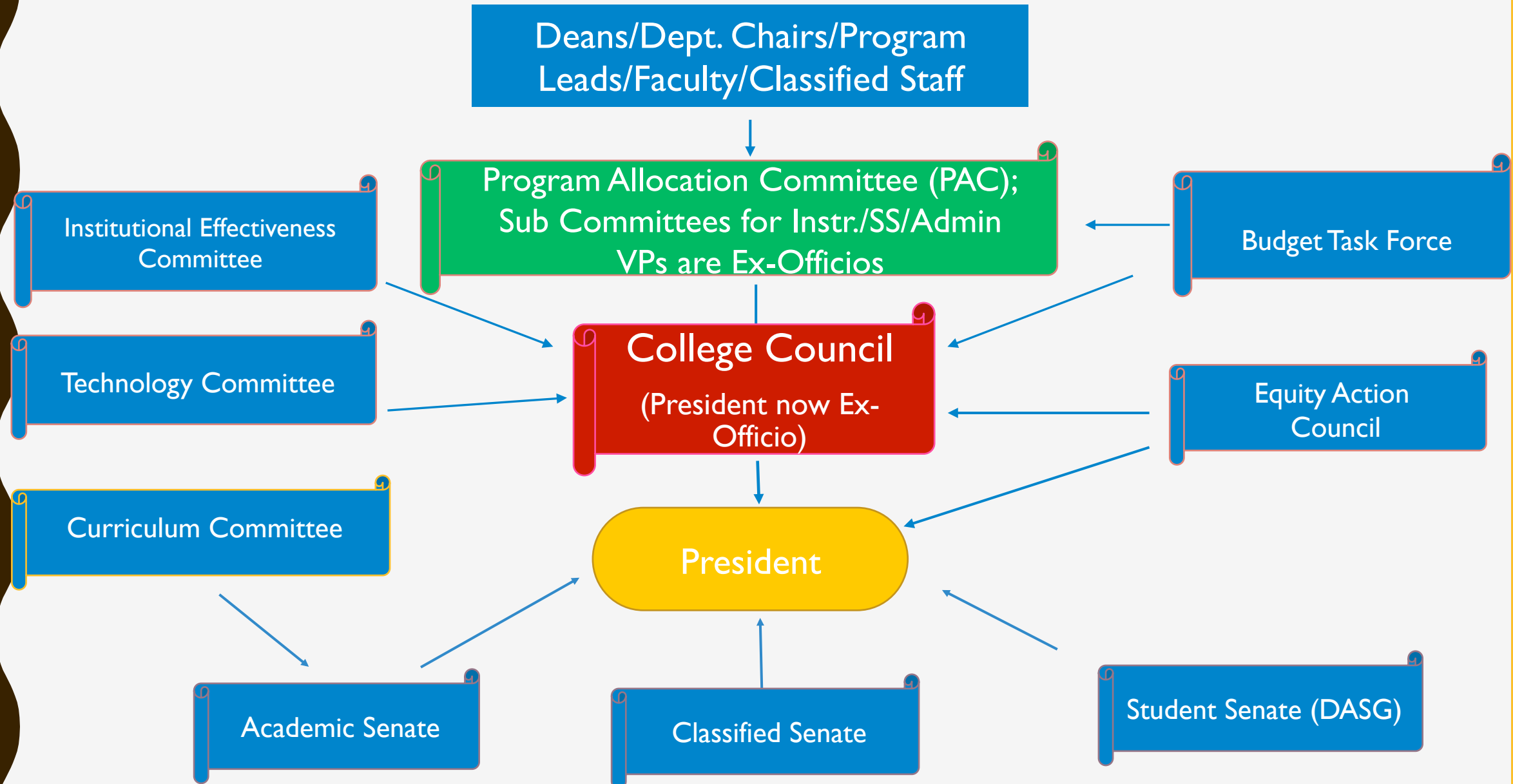
- The SGTF created an updated proposal based on the feedback generated from the SGs thus far.
- [Proposal 2.0](#) now available for De Anza College to review



# PROPOSED SHARED GOVERNANCE MODEL 1.0:



# PROPOSED SHARED GOVERNANCE MODEL 2.0: Changes highlighted in green



# THE PLOT THICKENS... PROPOSAL 2.0 STEPS:

## I. Deans, Dept. Chairs, program leads, faculty, and professional staff:

- Assess their division/program areas needs
- Gather data, discuss program challenges, address opportunities for growth, and guide in program area improvements
- Division teams evaluate each programs' needs through Program Reviews/CAS Standards to collectively prioritize positions and funding requests in their division/program areas



# THE PLOT THICKENS... PROPOSAL 2.0 STEPS:

**2. Divisions** present prioritized division wide funding and positions prioritization requests to **Program Allocation Committee (PAC)**.



# THE PLOT THICKENS... PROPOSAL 2.0 STEPS:

**3. PAC** formulates **Sub Committees** to review each division's programs/areas/dept.'s Program Reviews/CAS Standards.



# THE PLOT THICKENS... PROPOSAL 2.0 STEPS:

**4. PAC** generates a structured report of the collected ranked prioritizations list to College Council.

**5. College Council** votes on recommendations to the College President.



# THE DIRECTOR'S CUT...



## PAC CO-CHAIRS AND REPS RESPONSIBILITIES:

### PAC Chairs:

- Establish bi-weekly meeting dates
- Create agendas for all meetings
- Collect feedback and information regarding Program Review/CAS Standards
- Compile tally of ratings of position requests from rubrics created by PAC members
- Report out to College Council on position requests

### PAC representatives:

- Prepare for and attend all PAC meetings
- Share with respective constituencies PAC proceedings, information, and make recommendations
- Receive insight and feedback from constituencies to bring to PAC meetings for informed decision-making

# THE DIRECTOR'S CUT...

## PAC SUB COMMITTEE RESPONSIBILITIES:

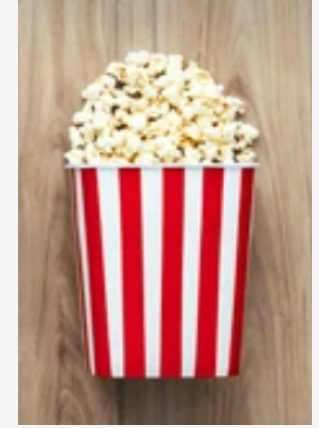


- **PAC Sub Committee** members comprised members from their respective area of expertise:
  - Instruction
  - Student Services
  - Administration
- Review respective areas Program Reviews/ CAS Standards
- Rate and/or rank each program area need in a fair and equitable manner through rubrics designed and decided by each area



# PLOT TWIST!...

## CO-CHAIRS & EX-OFFICIOS OF THE PAC:

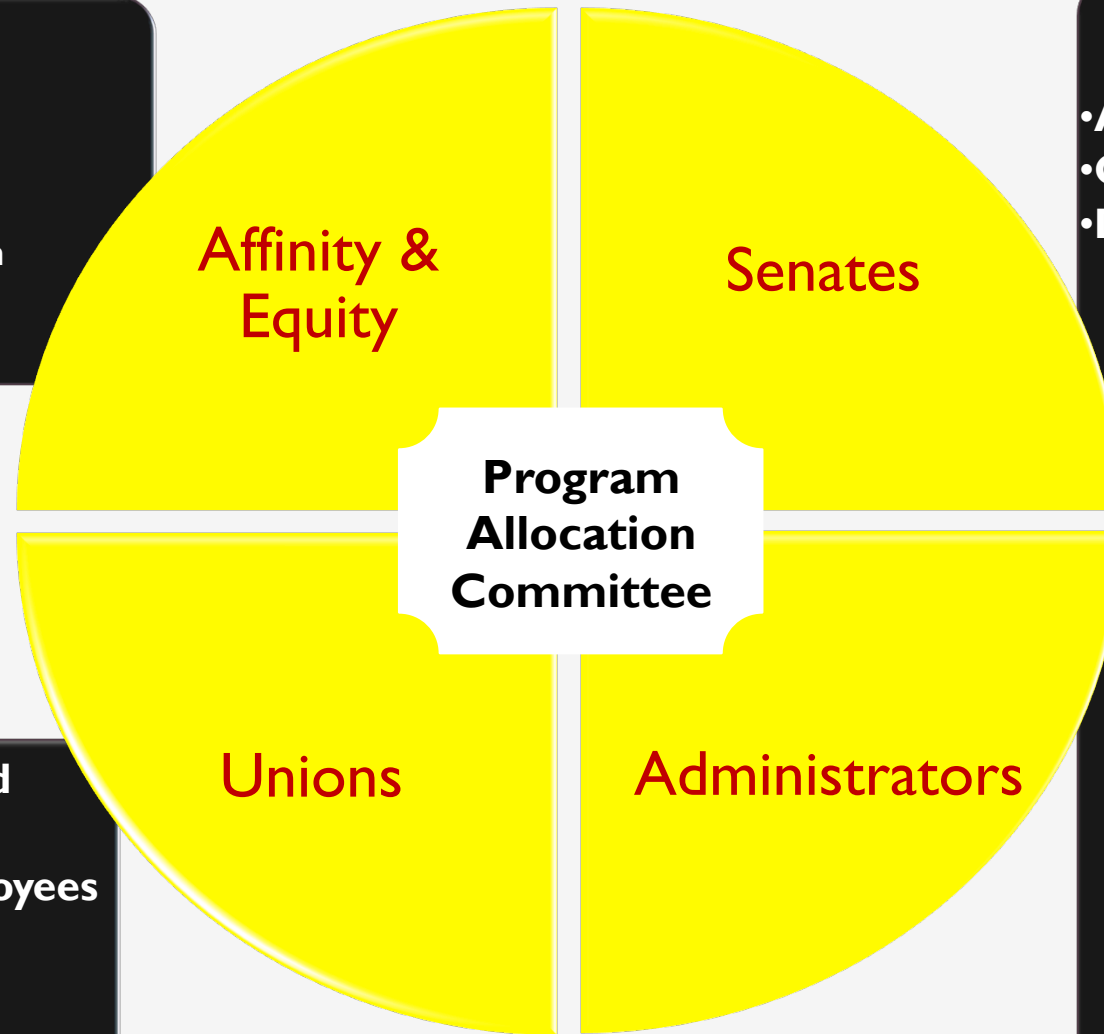


- **Co-Chairs:**
  - 1 Dean/Director (to be appointed by the College President)
  - 1 Faculty (to be appointed by the Academic Senate)
  - 1 Classified Professional Staff (to be appointed by the Classified Senate)
- **Ex-Officios:**
  - VPs and AVP from Instruction/Student Services/Admin Services (appointed by the College President)
  - Each will contribute to Senior Staff's perspective to topics, position requests, Program Reviews/CAS brought to PAC, that generates discussions toward fair and equitable decision-making

# PLOT TWIST!... PAC MEMBERS:

- Equity Action Council (1)
- Asian Pacific American Staff Association (1)
- Black Faculty, Staff and Administrators (1)
- De Anza Latinx Association Affinity Group (1)
- Future Affinity Groups (+1)

- Association of Classified Employees (1)
- California School Employees Association (1)
- Faculty Association (1)
- Teamsters (1)



- Academic Senate (1) tri-chair
- Classified Senate (1) tri-chair
- De Anza Student Government (2)

- Deans/Manager (1) tri-chair
- Ex-Officios:
  - (1) VP Administrative Services
  - (1) VP or AVP Instruction
  - (1) Student Services

# THE END!

**5. College President** makes the final decision on prioritizations list.



# ON THE NEXT EPISODE OF SGTF...

- Meetings are every Friday 9-10 AM (PST)
- Minutes are posted weekly to the SGTF website
- SGTF Q&A continues on the SGTF website
- Town Hall Meeting: Wednesday, Feb. 16, 2-3 PM

