2013 Follow-up Report: 2006 Recommendation 13  
Draft Nov. 20, 2012

2006 Recommendation 13 “All college personnel should identify ways to increase participation in governance and develop trust throughout the institution by conducting meaningful, timely dialogue that acknowledges different perspectives and ideas for making informed decisions.” Standard IV.A.1, IV.A.2.a

Administration, faculty, staff and student leadership at West is firmly committed to seeking the fullest possible participation in robust dialog and meaningful decision-making. While it is probably not feasible to get every employee to focus on increasing participation, the college governance structure does offer opportunities for participation at all levels, and personnel from all parts of the college do take advantage of these opportunities.

College committees have representation from staff, students, faculty and administration. They now have administrators as co-chairs. In addition to broadening participation, this often brings staff support to the committee. All full-time faculty serve on at least one committee, and all divisions schedule meetings at least once a month. Adjunct faculty are invited to serve on committees and to attend division meetings, AFT meetings, and the Academic Senate. Many do, despite that fact that they are neither required, nor paid, to do so.

Committees actively seek broad participation. The Curriculum Committee has succeeded in maintaining faculty representatives from each academic division, including counseling and the library. The Technology Committee systematically reviewed the college structure to identify departments whose staff could play a major role in deliberations, and reached out to gain staff members on the committee. Staff from IT and Distance Education now provide crucial perspectives in the committee’s discussions.

The 2006 Self Study identified problems in committee communication, and West recognized that it is a committee’s effectiveness of that makes participation meaningful and sustainable. The College Council and the Academic Senate refined procedures to make committee participation more productive. More and more agendas and minutes are being posted on the college website. In September 2012 divisions began to use agenda templates. The Student Success Committee, housing Achieving the Dream, experimented with new models of interpersonal communications, such as having each member agree to speak to five colleagues on an issue the committee identified. West’s first Semester Kickoff in fall 2012 demonstrated the effectiveness of this approach. XX students, XX faculty, and XX staff participated in this activity, a day before classes started in which students could come and meet faculty and get acquainted with college services. Facilities staff served as greeters.

An earlier draft was discussed at the College Council.