

# Lassen Community College

## Participatory Governance & Collegial Consultation Handbook



2019-2020

Adopted by the Academic Senate – 8/5/2020  
Adopted by the Consultation Council– 6/8/2020

The purpose of this manual is to explain and maintain the principles, organizational structure, reporting relationships, operating procedures, mission, duties, and membership composition of the Lassen Community College constituency groups.

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Posting of all committees, meeting times and minutes on the Lassen Community College website

## ***Introduction/Philosophy of Collegial Governance***

The Lassen Community College governance structure involves faculty, staff, administration, students and the community in the planning and operation of the college.

The governance structure and practices embrace the Lassen Community College values of supporting inclusiveness of individual and community viewpoints in collaborative decision-making processes; promoting mutual respect and trust through open communication and actions; and fostering integrity as the foundation for all we do. The Governing Board is the final authority for governance at Lassen Community College. The Governing Board delegates authority to the Superintendent/President who in turn solicits and receives input through the governance decision-making process.

## ***Title 5 and Participatory Governance***

Title 5 of the *California Code of Regulations*, which implements the legislature's intent in passing AB 1725, established relationships among the constituencies within California Community colleges to "ensure faculty, staff, and students the opportunity to express their opinions at the campus level and to ensure that these opinions are given every reasonable consideration, and the right to participate effectively in district and college governance, and the right of academic senates to assume primary responsibility for making recommendations in the areas of curriculum and academic standards." The Lassen Community College District Board adopted policy 2510 to further define the relationship.

In addition, Title 5 states that colleges are to rely on the recommendations of their academic senates on the development of academic and professional matters. (Title 5, Article 2, Section 53200). Administrative Procedure 2510 further states that the Board of Trustees will "rely primarily" on the recommendations of the Academic Senate in the areas of:

- Curriculum, including establishing prerequisites and placing courses within disciplines;
- Degree and certificate requirements;
- Grading policies;
- Educational program development;
- Standards and policies regarding student preparation and success;
- Policies for faculty professional development activities;
- Processes for program review;
- Processes for institutional planning and budget development

Board policy provides that other academic and professional matters such as:

- District and college governance structures, as related to faculty roles;
- Faculty roles and involvement in accreditation processes, including self-study and annual reports;

are to be reached through a process of "mutual agreement" by the College President and the Academic Senate.

The Governing Board and Academic Senate will identify the method (rely primarily or mutually agree) to be utilized in consulting collegially at the time when other academic and professional matters are mutually agreed upon.

- Other academic and professional matters as are mutually agreed upon between the governing board and the Academic Senate

## ***Participatory Governance at Lassen College***

In the participatory governance model, administration operates the college with advice from the college's constituents. The input of the constituents is received via a committee structure. At Lassen College, the use of participatory governance ensures that the voice of all personnel may be heard through constituent groups and representation on standing governance committees.

### ***Purpose of Participatory Governance***

- A. Provides the process for participatory development of policies, procedures and recommendations.
- B. Provides the means through which all membership of the academic community – students, faculty, administration, classified and management – can participate effectively in the orderly growth and development of the college.
- C. Results in the functioning of administrative advisory committees, institutional committees, academic senate committees, participatory governance committees, and task forces.

### ***Representation in Participatory Governance***

The governance structure provides for representation from five recognized constituencies at Lassen Community College: students, faculty, classified staff, management & confidential staff, and administration. The primary responsibilities of representatives are as follows:

- Prepare for and attend meetings
- Participate in discussions
- Communicate with individual constituencies
- Contribute to informed decision-making

### ***Consensus***

Participatory governance, including all committees at Lassen College except for those specifically required to use Roberts Rules of Order, involves the use of consensus decision-making. Consensus decision-making is a process that does not involve Robert's Rules of Order or other such rules for committee work. Because of this, consensus decision-making may be

unfamiliar to committee representatives. Therefore, each committee should begin the year's work with discussion of the decision-making principles and processes using consensus. Governance bodies must realize that consensus decision-making takes time and requires a commitment to open discussions.

The following describes some of the essential characteristics of successful consensus decision-making:

- **Speaking up:** Everyone in the group bears the responsibility of sharing their ideas, opinions, and feelings.
- **Consensus does not mean unanimity:** As long as all representatives of the governance body have had a chance to speak their minds, a few holdouts do not keep the group from achieving consensus. However, if only a few representatives find the decision acceptable, more dialogue is necessary.
- **Silence is not consensus:** It is best to ask each person to respond to the issue, if only by nodding. To prevent this from becoming a voting process, it is useful to ask a question like, "Are we all on board?" Also, the Chair might go around the group and elicit responses from every one.
- **Holdouts:** Holdouts bear extra responsibility for making their positions and feelings clear to the group. When holdouts have difficulty expressing their ideas, objections, or opinions in rational terms – ask them to share their thought and feelings. This leads to greater clarity about their specific objections and/or concerns. Once holdouts have shared their positions or feelings, if general consensus is not changed, they should recognize and accept the fact that the group has heard them respectfully but does not agree with their positions or their point of view. It is not appropriate for the holdouts and the rest of the group to accuse each other of not listening to their points of view when both have had adequate opportunity to present these points of view within the discussion.
- **Solidarity:** When consensus is used, all governance body representatives must agree to support the decisions of the group, even if they personally disagree with those decisions. This means that they must work to carry out the decisions of the governance body and speak in favor of these decisions when talking to others in the organization. Staying silent in the group, then speaking against the group's decisions undermines the process.

## Guidelines for Generating Consensus

1. Clarify the problem or question being addressed.
2. Determine the criteria for a good solution (cost, scale, scope, acceptance, etc.). Ensure that everyone agrees on the criteria.
3. Brainstorm a range of alternative solutions.
  - a. Generate a thorough list of alternatives.
  - b. Do not evaluate the alternatives as they are being generated.
  - c. Write the alternatives in a format that can be seen by everyone.

4. Take a straw poll to check for the possibility of early agreement. If there is only a little disagreement, determine the reasons for the disagreement.
5. Evaluate alternatives according to the criteria you developed. Rule out any alternatives that do not meet the criteria or are rejected by the group after reflection. Determine if any alternatives require further research. If so, make a plan to carry out research.
6. Make a decision/determine final recommendation. Test ways to combine or modify alternatives to meet the interests of as many people in the group as possible. Select one or more alternatives.

## ***Lassen College Committees***

### **Participatory Governance Standing Committees**

Participatory Governance Standing Committees involve developing recommendations on Board Policies, Administrative Procedures, strategic planning, and on the academic and professional matters defined in California Code of Regulations Title 5 §53200.

Members of these committees are selected as outlined by the Participatory Governance and Consultation Council Handbook and in each committee's bylaws, with appointments made by each respective constituency (administration, management, faculty, classified staff, and students). Each member is responsible for bringing information and perspectives from that unit or area into the participatory governance committee dialogue as well as for bringing information and perspectives from the committee back to the unit or area.

Meetings conducted by the Board of Trustees and Academic Senate, including subcommittees of these two groups, are required to be conducted in compliance with the Brown Act. All other committees will utilize consensus decision making process; they are not required to conduct meetings in compliance with the Brown Act or Robert's Rules of Order.

For all committees, permanent subcommittees, and task forces, agendas need to be posted in a timely manner to ensure efficiency and effectiveness of meetings. Agendas and minutes must be recorded and documented for historical purposes and posted in a common place to promote transparency.

### **Operational Committees**

Operational committees are focused on the implementation of Board Policies and Administrative Procedures. Operational committees are approved by Consultation Council. Operational committee members are assigned or appointed by virtue of their unique expertise or the position they hold within the College.

Operational committees are charged with the task of collaborating to implement Board Policies and Administrative Procedures, objectives of strategic plans, or any 10+1 processes approved by the Academic Senate.

Operational committees are not required to conduct their meetings in compliance with the Brown Act or Robert's Rules of Order. However, norms for collaboration in decision-making as

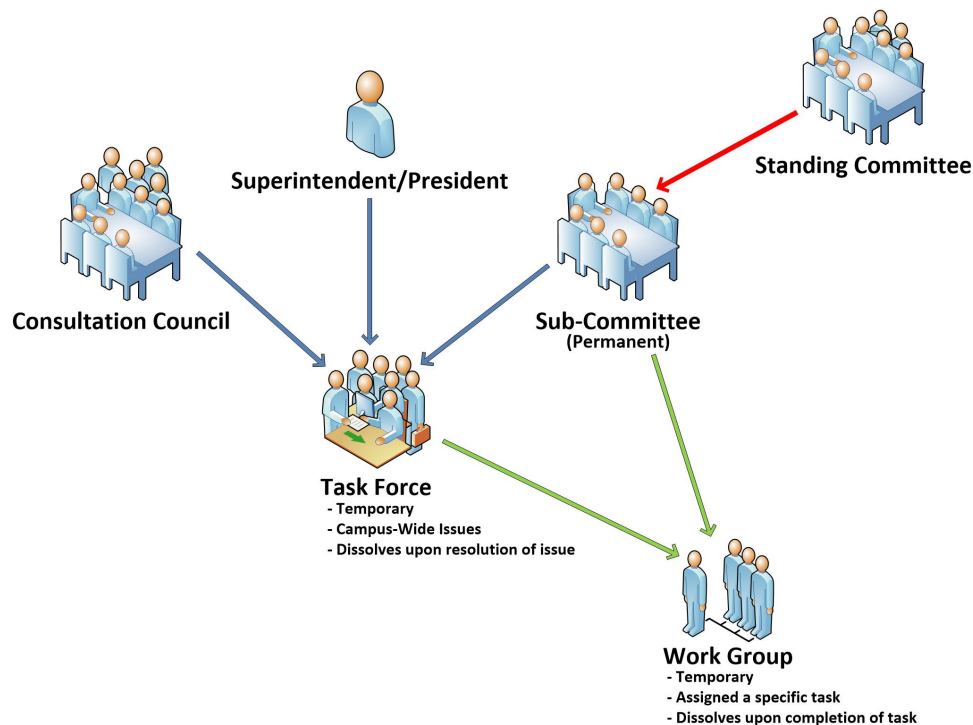
outlined in this document are designed to provide the same type of transparency and openness that is intended by the Brown Act without detracting from efficiency and expediency.

## Subcommittees, Ad Hoc Committees, Task forces, and Work Groups

There are also committees that provide pathways for participation in college governance and processes while addressing specific issues. In the case of task forces and work groups, as specific issues are addressed, the group is dissolved.

- **Subcommittee:** A permanent subcommittee is one created by a standing committee to address and make recommendations on a subject. The members need not be from the standing committee or council. A subcommittee shall channel its recommendations or findings to the originating standing committee or council for approvals in continuing the participatory governance process as needed. Subcommittees must produce agendas and publish minutes as required of standing committees.
- **Task Force:** A group created by Consultation Council or the President to address a special college-wide issue and meet until the issue is resolved. Once the issue is resolved, the task force shall be dissolved.
- **Work Group:** A work group is created by a standing committee, subcommittee or a task force for a task-related special purpose. A work group meets as needed until the task is finished. A Work Group shall channel its recommendations or findings to the originating standing committee or task force as needed. Once the task is completed, the work group shall be dissolved.

Task forces and work groups shall make their notes available through the originating committee; posting of agendas in advance is encouraged. Operational committees shall maintain meeting records but are not required to post agendas or minutes.



## ***General Operational Rules for all Open Committees***

- Open meetings mean that any individual may join and fully participate in the meetings of the governance groups designated as having open meetings.
- A quorum, consisting of a minimum of one member from each of three of the five constituencies (administration, classified, faculty, management, and student), shall be required to conduct business for all governance committees except Consultation Council/Strategic Planning, which requires representatives from four of the five constituencies in order to conduct business, and those held by individual constituent groups (Academic Senate, management/confidential, administration, classified, ASB).
- The committee for the subsequent year will be formed in the spring (approximately May) of the previous academic year. New appointees will take office on July 1.
- The chair or co-chairs, of the committee, if not designated, will be elected by the core representatives at the first meeting of the committee in the fall semester. The chair from the previous academic year will call the first meeting.
- Agendas for all open meetings must be available not later than the day prior to the meeting.
- Minutes for meetings that have them will be distributed one day after their approval.
- Representatives of various governance groups, bear the primary responsibility for both informing their constituency of the committees' work and informing the committee of the constituency's position on matters under deliberation. It is not the committee chair or college administration's responsibility to inform constituency groups of matters under deliberation by the governance structure.
- Changes to this document must be proposed to the Consultation Council and ultimately approved by the college President and President of the Academic Senate (through Academic Senate action). If a committee wishes to change its charge, representation, or reporting responsibilities, this process must be followed.

## ***Consultation Council/Strategic Planning Agenda***

- The Consultation Council/Strategic Planning Agenda will identify three categories of items:
  - Governance – recommendations to be developed by the body on policy and strategic planning
    - May require protracted discussions with multiple readings, time for information to be taken back to constituent groups for discussion
    - Results in formal recommendation or acceptance by the body
    - Looking for consensus
  - Consultation – providing suggestions prior to administrative decisions
    - Shorter discussions - individuals on committee empowered to provide suggestions or request further input from stakeholders not necessarily constituent groups
    - No formal recommendation or acceptance by the body
  - Information/Communication –
    - Single agenda discussion - may involve presentation of administrative decisions or actions by offices or constituent groups



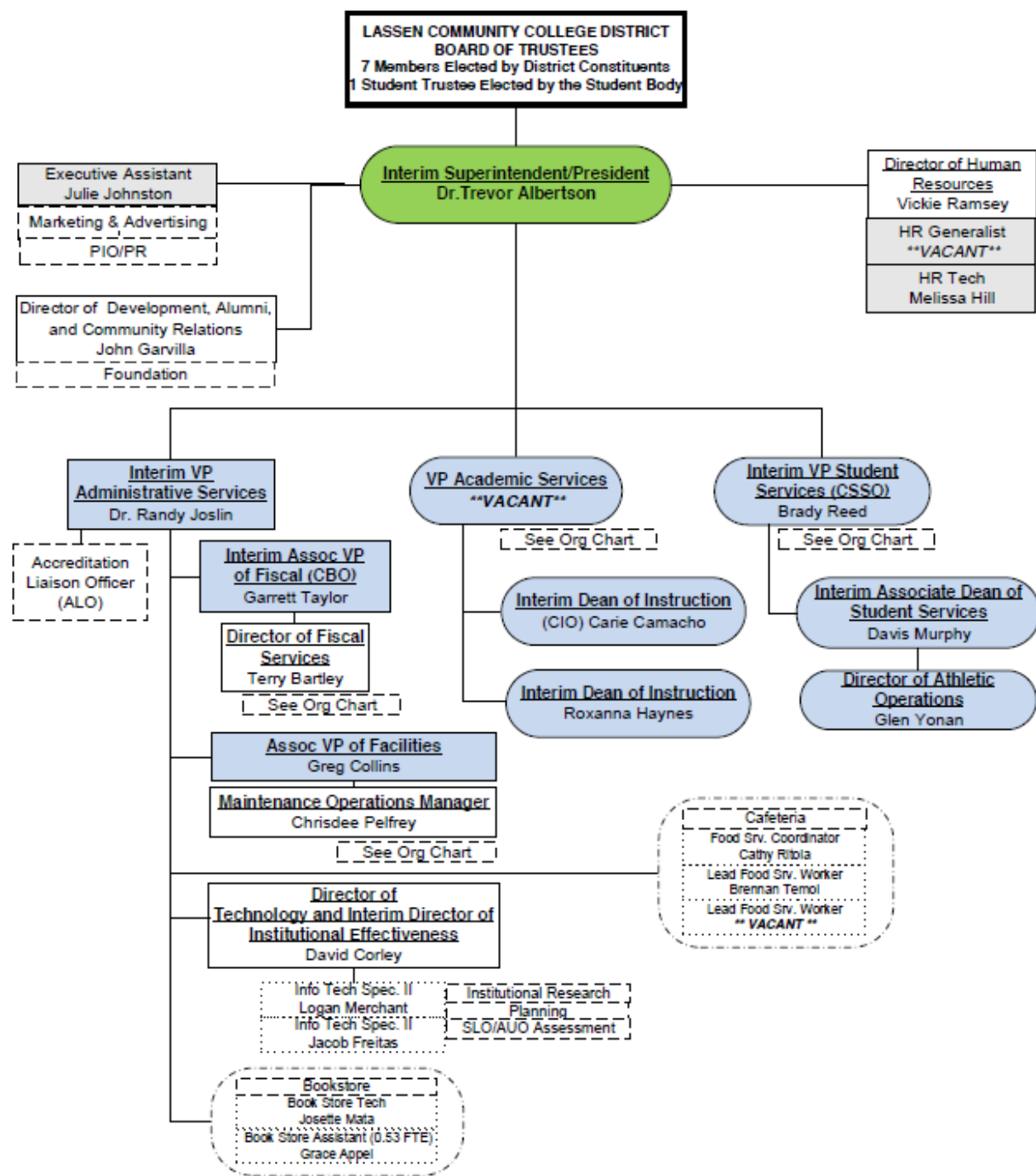
- Shall be used to provide planning committees opportunities to present periodic reports
  - Program reviews and annual updates – after approval by either President’s Cabinet for non-instructional programs or Academic Senate for instructional programs, program reviews and annual updates will be presented as information items to Consultation Council/Strategic Planning Committee so that budget and planning recommendations and justifications can be included in planning committee conversations and prioritizations.
- The Consultation Council/Strategic Planning Agenda may also include Accreditation-related items as the committee also serves as the Accreditation Steering Committee.

### ***Consultation Council/Strategic Planning Actions***

- Recommends the Strategic Plan containing the institutional vision, value and mission statements and the overarching strategic goals to the Governing Board
- Accepts and forwards to the Governing Board Policy Subcommittee recommendations on institutional policies
- Adopts for implementation administrative procedures
- Accepts the Institutional Planning and Budget Development Process Handbook adopted by the Academic Senate
- Adopts institutional budget prioritization criteria
- Adopts the Comprehensive Institutional Master Plan
- Adopts the Participatory Governance and Collegial Consultation Handbook
- Oversees the evaluation of progress on the Annual Planning Agenda and accepts the final evaluation matrix
- Recommends institutional priorities for institutional budget enhancements/reductions
- Accepts recommendations for revisions to the planning process and forwards those recommendations to the Academic Senate for consideration
- Oversees the annual evaluation of the planning and governance processes and makes recommendations for revisions

# Organizational Charts

## Organizational Structure – Administration

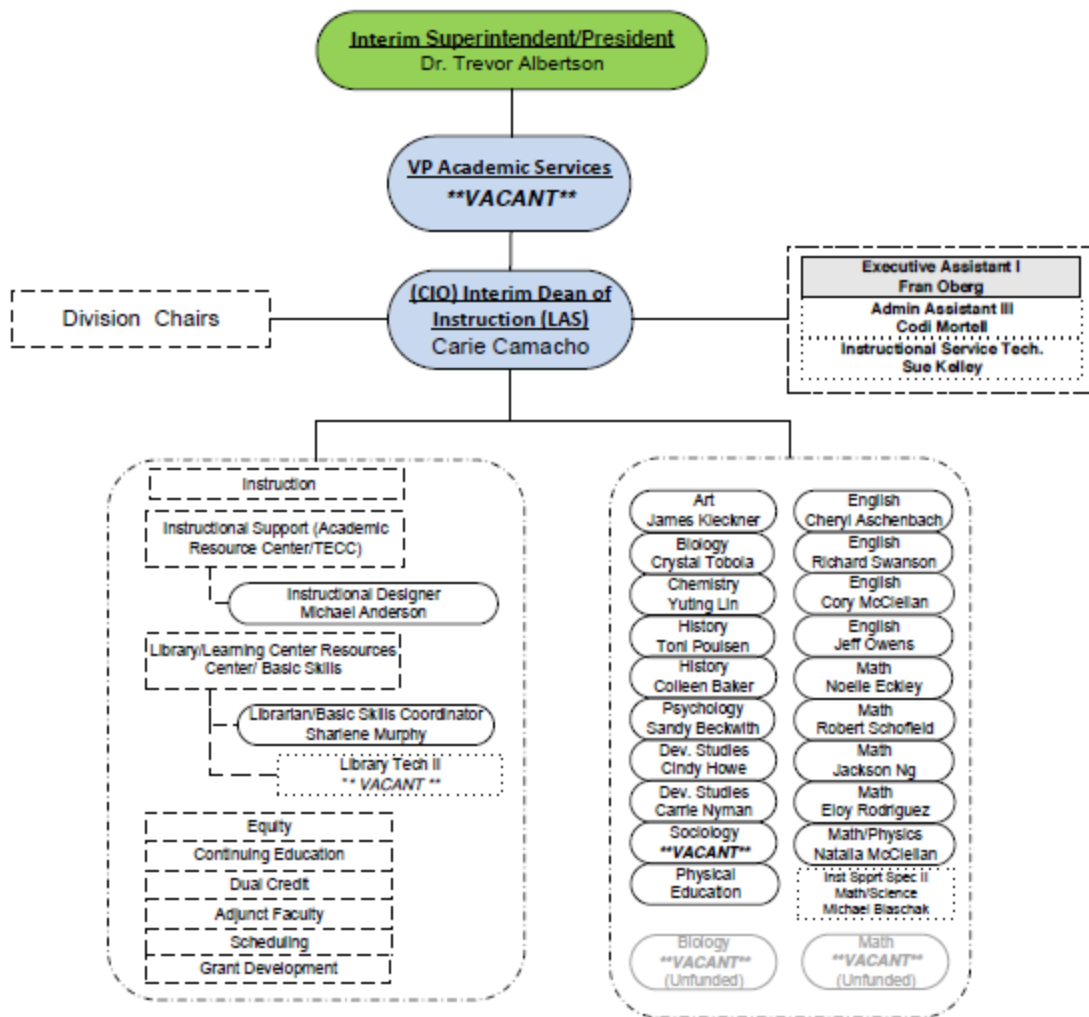


"LCC Administration" Academic Year 2020-2021 Revision Date: 04/30/2020

**LEGEND:**

Educational Administrator	Classified Administrator	Management	Faculty	Confidential	Classified	Adjunct Faculty	Contract Position	Program
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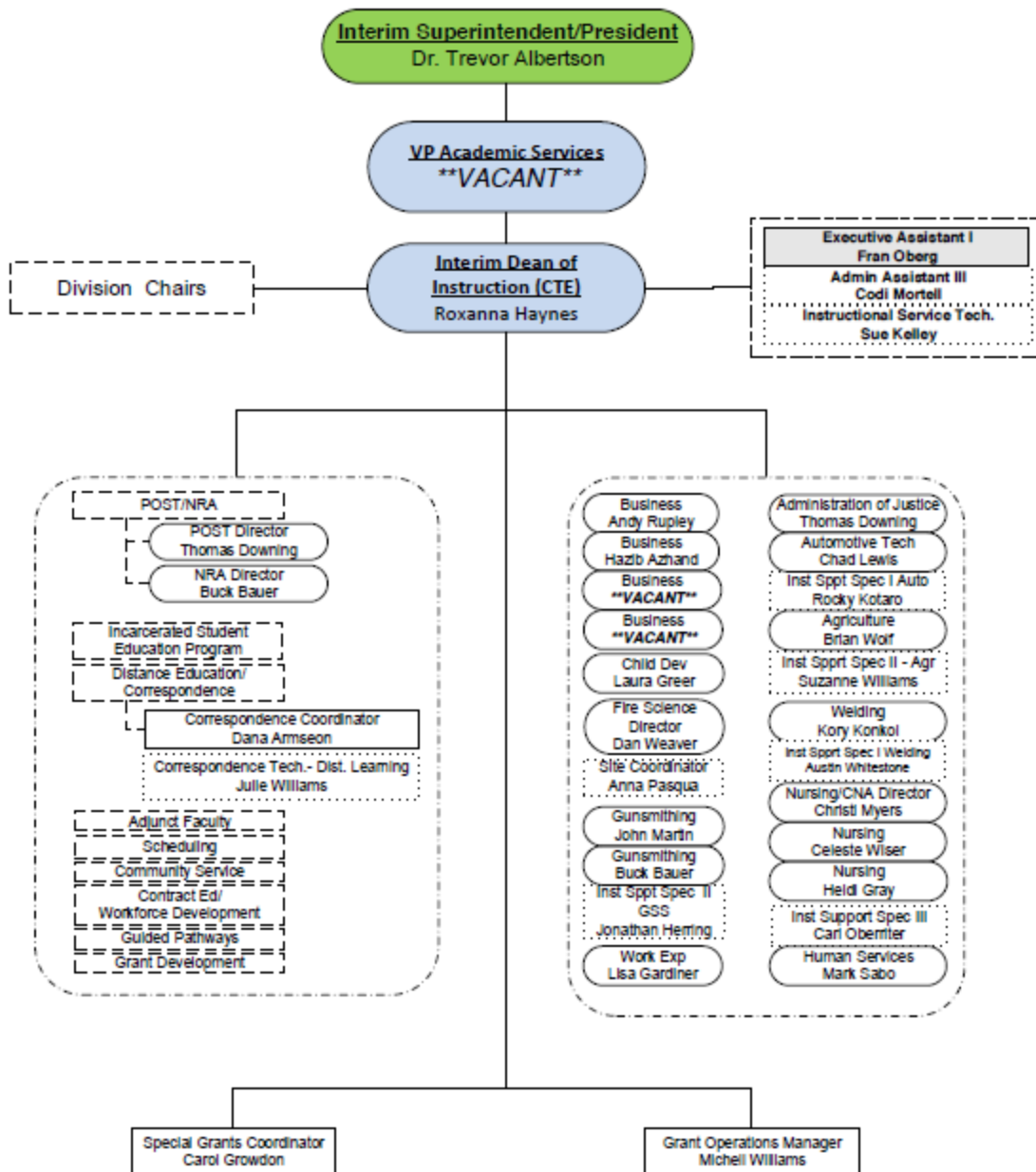
# Organizational Structure – Academic Services



**"LCC Dean, LAS"      Academic Year 2020-2021      Revision Date: 04/30/2020**

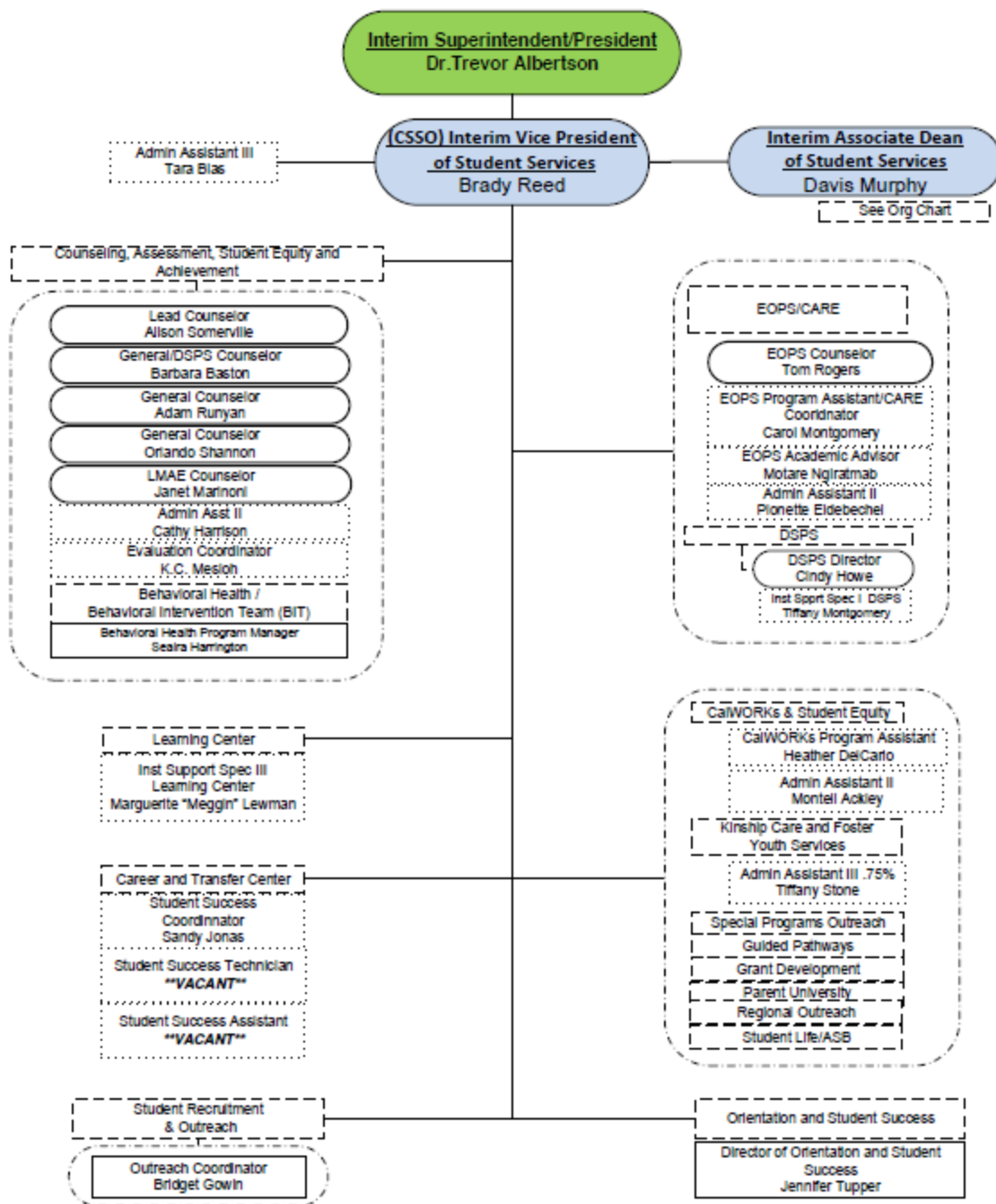
**LEGEND:**

Educational Administrator	Classified Administrator	Management	Faculty	Confidential	Classified	Adjunct Faculty	Contract Position	Program
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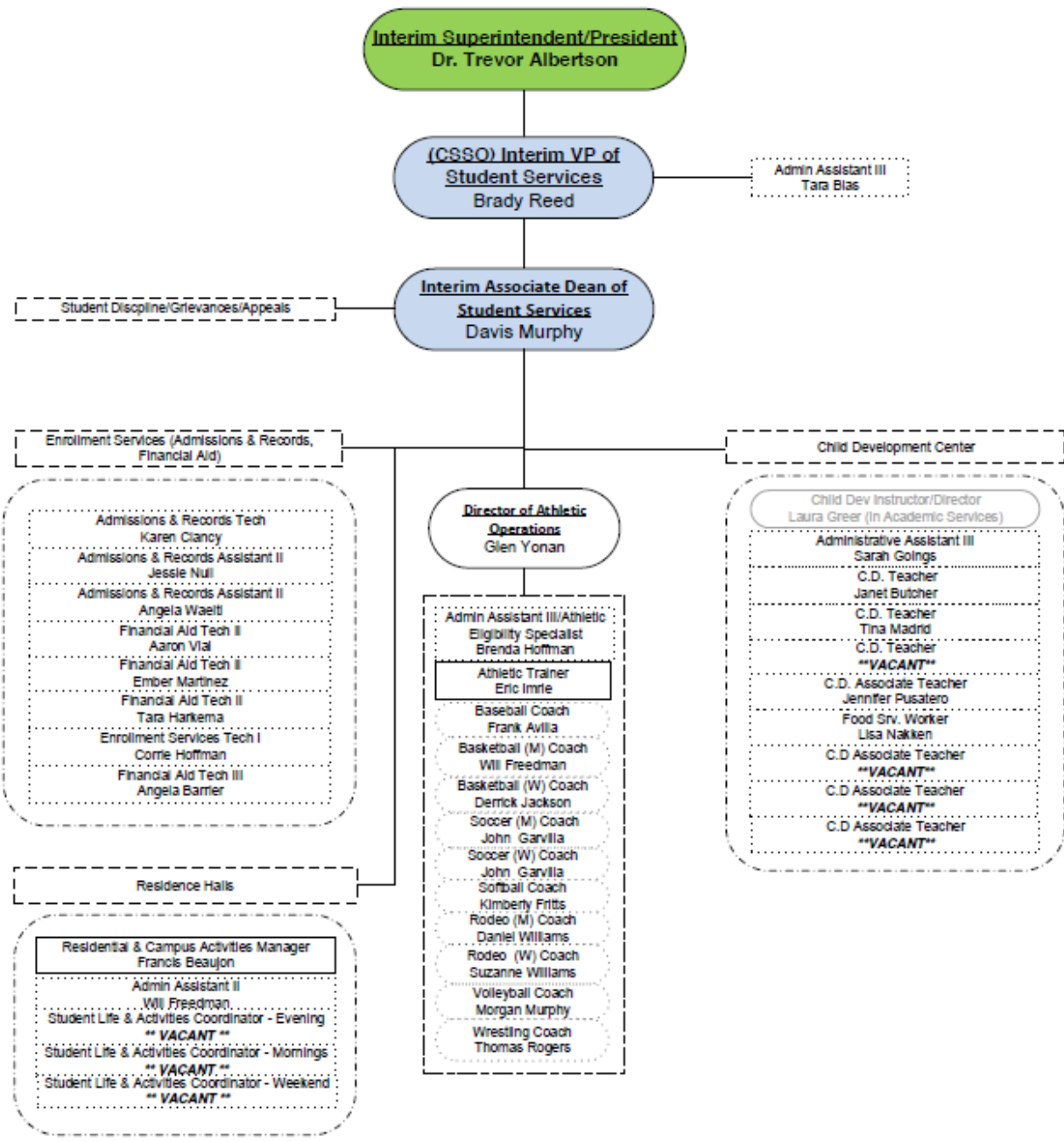


"LCC Dean, CTE"		Academic Year 2020-2021		Revision Date: 04/30/2020	
<b>LEGEND:</b>					
Educational Administrator	Classified Administrator	Management	Faculty	Confidential	Classified
					Adjunct Faculty
					Contract Position
					Program

# Organizational Structure – Student Services



<b>"LCC VP Student Services"</b>		<b>Academic Year 2020-2021</b>		<i>Revision Date: 04/30/2020</i>	
<b>LEGEND:</b>					
<b>Educational Administrator</b>	<b>Classified Administrator</b>	Management	Faculty	Confidential	Classified
					Adjunct Faculty
					Contract Position
					Program

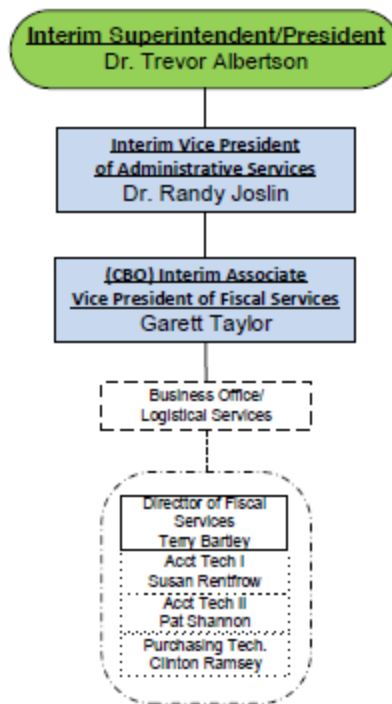


**"LCC Student Services, Associate Dean" Academic Year 2020-2021** *Revision Date: 04/30/2020*

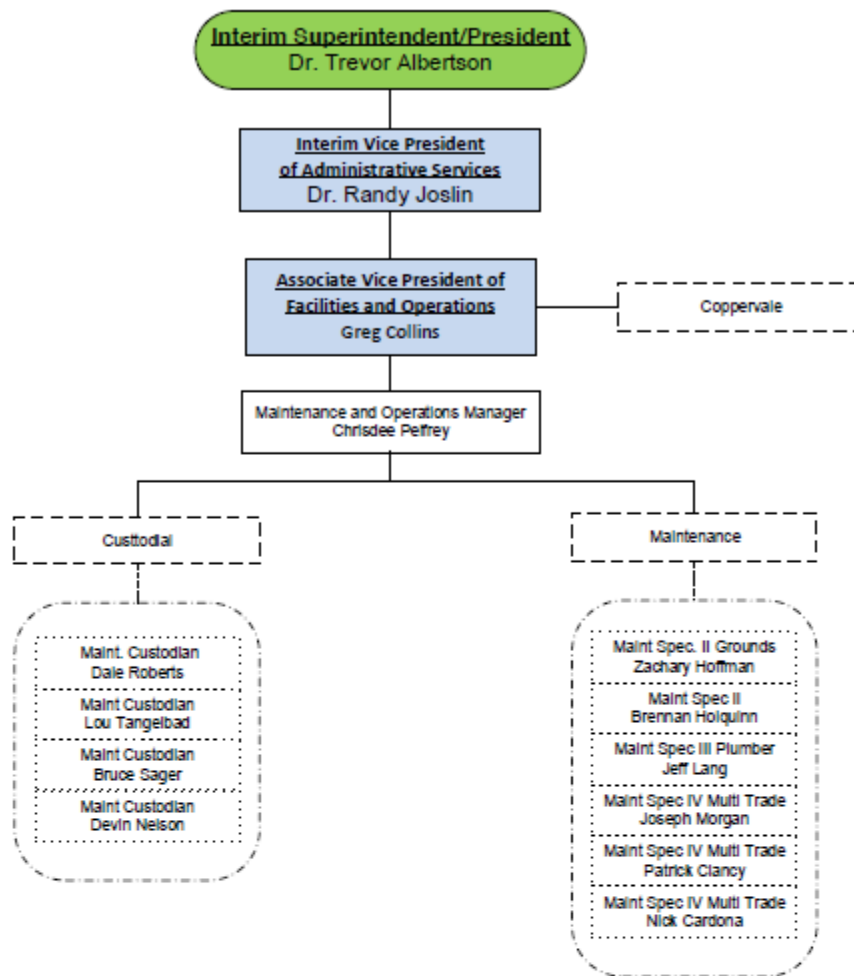
**LEGEND:**

<b>Educational Administrator</b>	<b>Classified Administrator</b>	Management	Faculty	Confidential	Classified	Adjunct Faculty	Contract Position	Program
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## Organizational Structure – Administrative Services



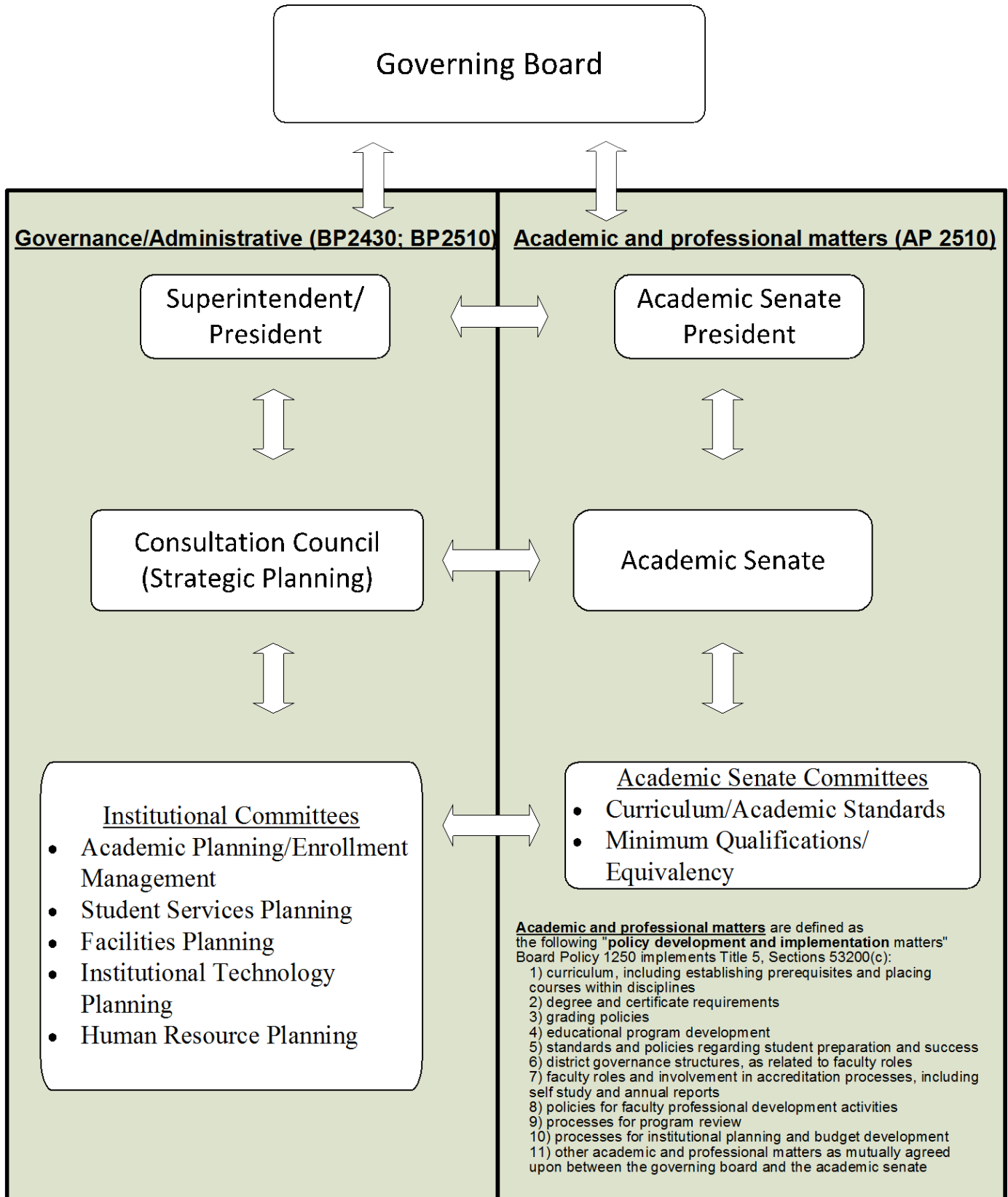
"LCC Fiscal"	Academic Year 2020-2021	Revision Date: 04/30/2020
<b>LEGEND:</b>		
Educational Administrator	Classified Administrator	Management
Faculty	Confidential	Classified
Adjunct Faculty	Contract Position	Program



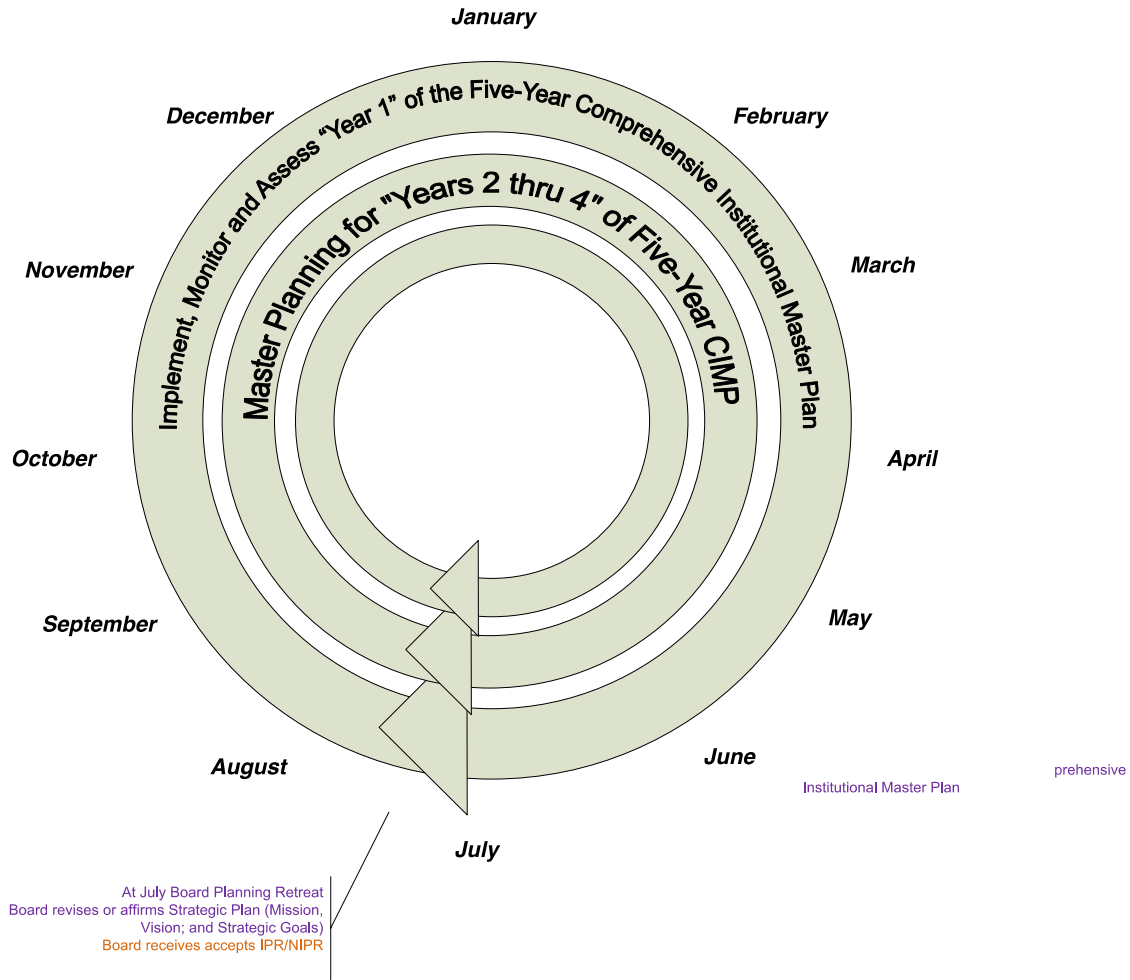
<b>"LCC Facilities &amp; Operations"</b>		<b>Academic Year 2020-2021</b>		<i>Revision Date: 04/30/2020</i>	
<b>LEGEND:</b>					
<b>Educational Administrator</b>	<b>Classified Administrator</b>	<b>Management</b>	<b>Faculty</b>	<b>Confidential</b>	<b>Classified</b>
					<b>Adjunct Faculty</b>
					<b>Contract Position</b>
					<b>Program</b>



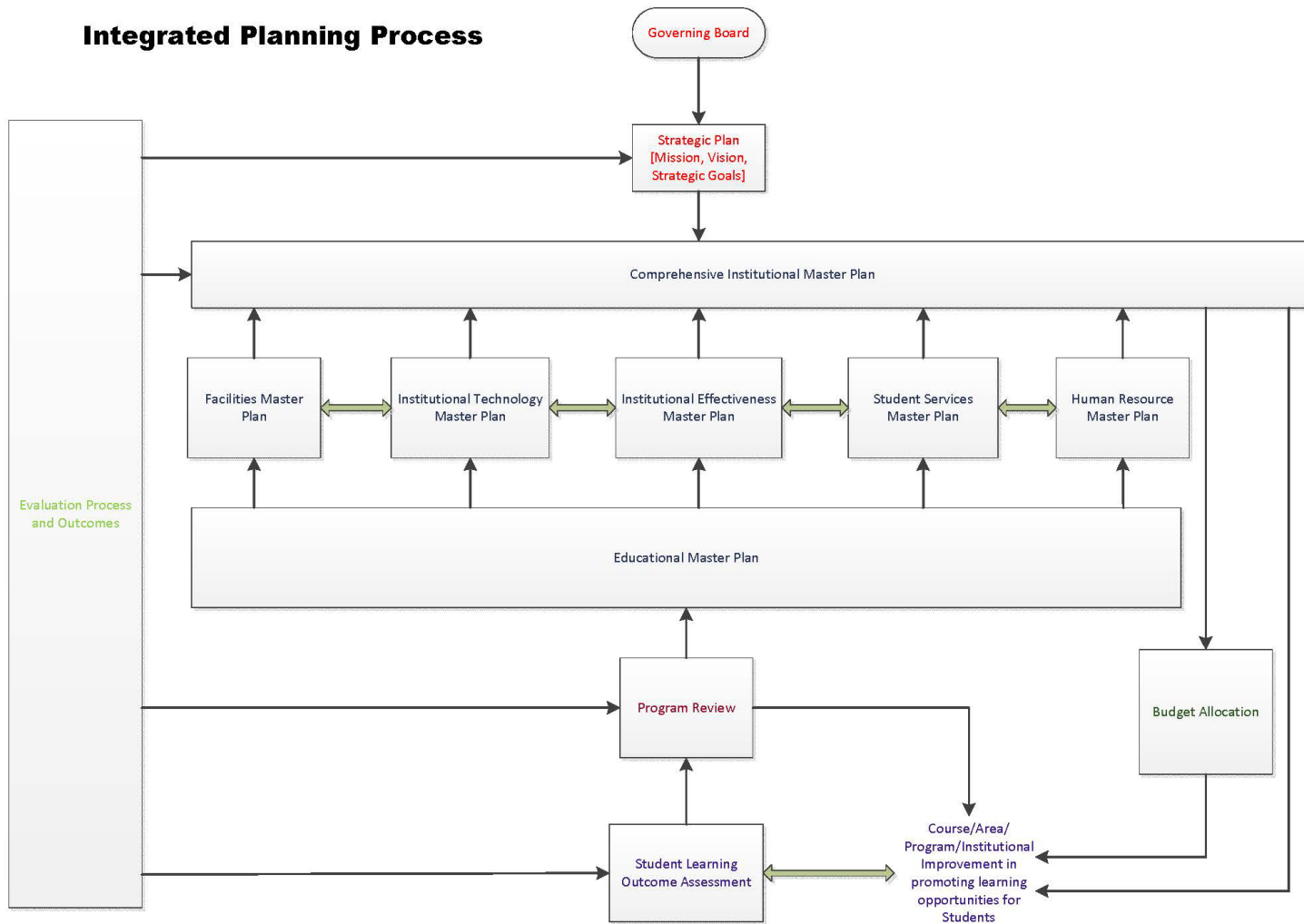
# Governance Flow Chart



# Strategic Planning Flow Chart



# Integrated Planning Flow Chart



## Committee Structure Matrix

2018-2019 Academic Year  
Approved December 10, 2018

Committees: Type and Title	A d m i n	A S B	C S E A	M g m t	S e n a t e	R e p o r t
<b>Institutional Planning Committees:</b>						
Consultation Council/Strategic Planning [Membership includes the chairs of all planning committees]	CEO, CIO, DIE, CBO, CSS O, ALO, DIS, CAO	1	3	3	7 (AC, ASP, 4 DC, 1 LC)	A
<b>Educational Master Planning</b> [Membership includes Curriculum/Academic Standards Committee representative]	CIO, CSS O, 2DIS	1	2	2	5  4 DC,1A SP,1F CR- CASC	J
Facilities Planning	CAO DIE	1	2	2 (DF)	2	P
Institutional Effectiveness Planning	, CAO	1	2	2 (DIE)	4 (ASP, AC)	J
Institutional Technology Planning	CBO DIT	1	2	3	3	P
Human Resource Planning (includes Faculty & Staff Development, [Flex] and EEO Advisory)	CBO [CIO]	1	2	2 (HRD)	[3]	J
Student Services Planning/ Student Success	CIO CSS O	1	2	3 (OC)	3	P
<b>Academic Senate Standing Sub-Committees:</b>						
Curriculum/Academic Standards	CIO/ DIS	1	2	1	8 (AO)	S
Distance Education Review Committee	0	0	0	0	6 (1 CC)	S
<b>Institutional Standing Operational Committees:</b>						
Health and Safety	CAO	1	2	2 (DF)	3	A
Scholarship & Financial Aid Appeals/ Student Grievance & Academic Renewal	CSS O	1	2	DFA	3	J

**Abbreviations:**

ASP – Academic Senate President

CEO – Superintendent/President

DC – Division Chairs	CBO– Chief Business Officer/AVP of Fiscal Services
LC – Lead Counselor	CSSO – Chief Student Services Officer
AC – Accreditation Chair	ADSSE – Assoc. Dean of Student Services
DF – AVP of Facilities	DIS – Dean of Instructional Services
OC- Outreach Coordinator	HRD- Human Resource Director
DIT – Director of Information Technology	DFA – Director of Financial Aid
CIO – Chief Instructional Officer	AO - Articulation Officer
CC – Curriculum/Academic Standards Committee	DIE – Director of Institutional Effectiveness
CAO – Chief Admin Officer/VP Admin Services	

Reporting terms: **P** - President, **S** - Senate, **J** - Joint, and **A** - All Constituent Groups  
 Adopted by the Academic Senate – December 11, 2018

## ***Committee Groups and their Functions***

### **Educational Master Planning Committee**

Open and uses consensus decision-making processes.

Meets 1<sup>st</sup> and 3<sup>rd</sup> Tuesday Thursday of each month at 1:30pm in HU 207

#### **Charge:**

The Committee shall be responsible for creating a five-year comprehensive educational master plan and maintain the five-year educational master plan through yearly updates. The five-year plan and yearly updates will be used to identify items that have been completed, that are on-going, and that have not yet been addressed as well as add new goals and strategies annually to meet emerging needs.

#### **Methods:**

- Analyze data provided by the institutional effectiveness office on course and program enrollment trends over time
- Analyze data provided by the institutional effectiveness office concerning trends in student enrollment related to gender, ethnicity, age, ability, economic status, and other demographic changes over time.
- Analyze data trends provided by the institutional effectiveness office concerning student program enrollments, class time preferences (day, evening, on-line, correspondence, hybrid), and other changes in enrollment patterns
- Utilize the analysis derived above to facilitate the improvement of student access, success, and equity in the schedule of classes.
- Utilize the analysis derived above to facilitate productivity improvement.
- Review and incorporate recommendations from instructional program reviews and non-instructional program reviews into academic planning.  
Integrate academic planning with student services and budget planning to ensure successful implementation of the goals and strategies

#### **Structure:**

The Academic Planning Committee is comprised of key positions relevant to academic planning and institutional effectiveness. The members shall include the following:

- 4 Administrators (Chief Instructional Officer, Chief Student Services Officer,) , , Deans of Instructional Services (2), and
- 5 full-time faculty (four division chairs, lead counselor, Academic Senate president, 1 faculty representative from the Curriculum/Academic Standards Committee)
- 2 management/confidential appointed by the group including an individual representing Institutional Effectiveness
- 2 classified representative involved with instructional or student services; appointed by CSEA
- 1 student representative appointed by ASB

**Quorum:**

- A quorum requires more than fifty percent of the membership.

**Chair:**

- Elected by the committee at the first meeting in the fall semester.

**Reporting:** Reports to both the Academic Senate and Superintendent/President.

Documents are forwarded to the Consultation Council/Strategic Planning Committee

Revised by Consultation Council – August 5, 2014

Revised by Academic Planning Committee – Nov 27, 2018

Approved by Consultation Council – December 11, 2018

Revised by Educational Master Planning Committee – February 6 2020

## **Academic Senate**

Open and uses voting by majority decision-making processes.  
Meets second & fourth Tuesday of each month at 3:00 pm in Humanities

### **Charge:**

The Academic Senate makes recommendations to the administration and Governing Board concerning academic and professional matters including:

- Curriculum, including establishing prerequisites and placing course within disciplines
- Degree and Certificate Requirements
- Grading Policies
- Educational Program Development
- Standards or policies regarding student preparation and success
- College Governance Structures relating to faculty roles
- Faculty roles and involvement in Accreditation processes, including self-study and annual reports
- Policies for faculty professional development activities
- Processes for program review (including examining program review documents and making recommendations)
- Processes for institutional planning and budget development
- Other Academic and Professional Matters as are mutually agreed upon between the Governing Board and the Academic Senate

### **Structure:**

- The Academic Senate is comprised of six faculty elected by their peers. Per bylaws, representatives are nominated from either Liberal Arts & Sciences (3) or PE/CTE (3) areas, with elected representatives serving two-year terms.

### **Quorum:**

- A quorum requires more than fifty percent of the membership.

### **Chair:**

- President elected annually by the senators.

**Reporting:** Reports to the faculty and the Governing Board

Approved by the Academic Senate - February 5, 2007  
Reviewed by the Academic Senate - August 27, 2015  
Reviewed by the Academic Senate – October 25, 2016  
Revised by the Academic Senate – September 25, 2018  
Revised by the Academic Senate - February 11, 2020



### **Associated Student Body**

Membership of the Associated Student Body of Lassen Community College is not open; however ASB meetings are. Voting by majority decision-making processes.  
Meets Thursdays at 12:30 PM in Board Room

#### **Charge:**

The Board will consult collegially with the Associated Student Body on policies that have or will have a “significant effect on students” including the following:

- Grading Policies
- Codes of Student Conduct
- Academic Disciplinary Policies
- Courses or programs which should be initiated or discontinued
- Processes for Institutional Planning and Budget Development
- Standards and policies regarding Student Preparation and Success
- Student Services and Development
- Student fees within the authority of the district to adopt
- Any other district and college policy, procedure or related matter that the District Governing Board determines will have a significant effect on students

#### **Structure:**

- The Associated Student Body is comprised of students elected by their peers.

#### **Chair:**

- President elected by the students

**Reporting:** Reports to the students and the Governing Board

Reviewed by Associated Student Body – September 28, 2007

## **Board of Trustees**

Open and uses voting by majority decision-making processes.

Meets second Tuesday at 5:30 pm in Board Room

### **Charge:**

- Select and appoint the Superintendent/President and evaluate the Superintendent/President annually
- Determine policies which will govern the operation of the district and to review them periodically
- Approve the annual budget
- Pass on the recommendations of the Superintendent/President pertaining to the appointment or dismissal of employees
- Fix the rate of compensation for all employees and review all salary schedules annually
- Pass on the recommendations of the Superintendent/President on site utilization and physical plant development
- Pass on the recommendation of the Superintendent/President on matters of capital outlay with reference to buildings, major improvements and equipment
- Pass on the recommendation of the Superintendent/President on matters of repair and maintenance of the buildings, grounds, and equipment
- Require and consider reports from the Superintendent/President concerning the program and conditions of the college
- Consider and pass upon the curricular offerings of the college upon the recommendations of the Academic Senate
- Consider and pass upon both academic and Board calendars.
- Consider and pass upon the recommendation of the Superintendent/President on all matters of policy pertaining to the welfare of the students and of the college
- Provide for the establishment of the necessary procedures to assure proper accounting of receipts and disbursement of District funds and those of student organizations, the cafeteria, and other funds under the supervision of the District
- Provide for the annual audit of all funds
- Consider communications and requests from citizens or organization on matters of policy and administration
- Serve as the final court of appeal to the citizens of the District
- Serve as the final appeal for students and employees of the Lassen Community College District

### **Structure:**

Voting members shall include the following:

- 7 trustees elected at large for four (4) year terms
- 1 student trustee elected by the Associated Student Body for a one (1) year term commencing June 1 of every school year - advisory vote only

### **Quorum:**

- A quorum requires more than fifty percent of the voting membership.

**Chair:**

Elected by the board members at the organizational meeting in December

**Reporting:** Reports to the public

**California School Employees Association, Chapter 591**

Meetings are open. Uses voting by majority decision-making processes.  
Meets second Thursday of each month at 3:00 pm TBD

**Charge:**

As the exclusive representative of the classified bargaining unit, through legislation enacted in AB 1725 and SB 235 (California Education Code 70901.2[a]), California School Employees Association (CSEA), Chapter 591, is responsible for the appointment of classified representatives participating in participatory governance. Members of the classified bargaining unit participate in participatory governance and will adhere to the following:

- Understand the importance of our full and complete participation in participatory governance
- Recognize our participation is crucial to the success of Lassen College and a regular part of our jobs
- Recognize committee members represent the entire bargaining unit, not individual interests
- Seek input before offering a bargaining unit perspective
- Be able to differentiate between bargaining issues and participatory governance issues
- Give either a written or oral report on activities of participatory governance committees at monthly chapter meetings

CSEA makes recommendations to the administration concerning participatory governance matters through committee participation or unit involvement including:

- College Governance Structures relating to classified roles
- Classified roles and involvement in Accreditation processes, including self-study and annual reports
- Policies for classified professional development activities
- Processes for program review (including examining program review documents and making recommendations)
- Processes for institutional planning and budget development
- Other Classified and Professional Matters as are mutually agreed upon between the Governing Board and CSEA

**Structure:**

- Membership is comprised of members of the Classified Bargaining Unit as described in California Education Code 88003.
- Appointments to committees are made by the CSEA Chapter President

**Chair:**

- President elected in December by members in good standing.

**Reporting:** Reports to members of the classified bargaining unit.

Approved at the January 28, 2008 special chapter meeting

Approved at the February 20, 2020 chapter meeting

## **Consultation Council/Strategic Planning**

Open meetings and uses consensus decision-making processes.  
Meets second & fourth Monday of each month at 3:00 pm in HU 107

### **Charge:**

#### **Consultation Council**

- To participate in institutional decision-making by developing recommendations for the President to advance to the Governing Board, or by developing recommendations for the President's decision when appropriate, on matters relevant to the orderly functioning of the College including institutional planning, policy development, budget and related financial planning, staffing, and facilities and related resource allocation.
- To facilitate college-wide communication by disseminating and interpreting Board guidance, policy, regulations and procedures to the various segments of the college community.
- Foster a team or institutional view as opposed to an individual or constituent position.
- To prioritize, direct, and monitor institutional activities, which assure that the campus meets or exceed standards set by the Accrediting Commission for Community and Junior Colleges.
- Accept and forward to the Governing Board Policy Subcommittee recommendations on institutional policies.
- Adopt administrative procedures for implementation.

#### **Strategic Planning**

- Periodically review and make recommendations on the institutional vision, value, and mission statement
- Recommend the Strategic Plan containing the overarching strategic goals to the Governing Board
- Oversee campus planning groups assuring coordination between the institutional plans, the strategic goals, and the institutional mission, vision, and values
- Assure all institutional plans are based on college vision, values, mission, student learning outcomes, community expectations, and student demographics.
- Adopt the Comprehensive Institutional Master Plan
- Oversee the evaluation of progress on the Annual Planning Agenda
- Recommend institutional priorities for institutional budget enhancements/reductions
- Gather and analyze information concerning external factors affecting the institution (strengths, weaknesses, opportunities, threats) and serve as a data gathering and analysis body for the Governing Board

#### **Accreditation Steering Committee**

- Review and approve accreditation-related reports
- Oversee development of institutional self-evaluation
- Participate in writing and review of self-evaluation

**Structure:**

- 1 student representative appointed by ASB
- 7 Faculty appointed by Academic Senate including lead counselor, accreditation chair, and Academic Senate president (may include Division Chairs).
- 3 classified representatives appointed by CSEA
- 3 management representatives appointed by management group including the president
- Chairs of Academic Planning Committee, Facilities Planning Committee, Human Resource Planning Committee, Institutional Effectiveness Committee, Institutional Technology Planning Committee, and Student Services Planning Committee (if not already members)
- Chief Executive Officer (Superintendent/President)
- Chief Instructional Officer
- Chief Business Officer
- Chief Student Services Officer
- Director of Institutional Effectiveness
- Accreditation Liaison Officer

Additional administrative members may be required by supervisors to attend in a resource capacity.

**Chair(s):**

- Elected by the committee at the first meeting after July 1.

**Quorum:**

- A quorum, consisting of one member from each of four of the five constituencies (administration, classified, faculty, management, student), shall be required to conduct business.

**Reporting:** All constituent groups

Approved by the Consultation Council November 3, 2006

Revised by the Consultation Council August 27, 2015

Revised by Consultation Council December 10, 2018

Revised by Consultation Council September, 2019

## **Curriculum and Academic Standards**

Open and uses voting by majority decision-making processes.

Meets every first & third Tuesday at 3:00 pm in TECC

### **Charge:**

The Committee shall be responsible for studying and reviewing recommendations and advising in the general area of curriculum proposals and procedures. Specifically, the Committee is charged with recommending action on:

#### Curriculum:

1. Proposed credit and non-credit courses, revised requirements for curriculum majors, certificates of accomplishment, certificates of completion, certificates of achievement, and associate degrees
2. Changes in titles, units, hours, prerequisites, corequisites, recommended preparation, course descriptions, student learning outcomes, course objectives, course content, representative text, and assignments
3. Proposed course deletions and course reactivations
4. Proposed new educational programs and revisions to existing educational programs
5. Recommendations derived from an instructional program review process.
6. Institutional and CSU, UC, and IGETC general education requirements, major preparation and electives
7. Standards for course requisites or other issues related to student preparation and success
8. Appropriateness of modality of instruction, cross-listing, and open entry/open exit
9. Content review for recommended preparation, prerequisites and co-requisites

#### Academic Standards:

1. Appropriateness of offering a specific course to pre-collegiate age students
2. Resolution of challenges to the pre-collegiate basic skills unit limitation
3. Repetition of courses in which a D, F, NC has been received twice
4. Repetition of courses in which as grade of "C" or better has been earned
5. Factors used to determine "critical thinking" and "college level" courses
6. Grading policy
7. Board policy related to academic standards (i.e. academic renewal, credit by examination, repeatability)
8. CTE Transition Articulation Agreements with high schools
9. Assignment of courses to specific disciplines
10. Assist faculty in the development of program (degree and certificate) and course level student learning outcomes



**Structure:**

The Curriculum and Academic Standards Committee is comprised of appointed representatives from all of the campus community constituent groups. Voting members shall include the following:

- 8 full-time faculty appointed by the Academic Senate (departmental representation). Includes articulation officer.

- 1 faculty Articulation Officer(included above)
- 2 classified representative appointed by CSEA (Transfer Center Assistant and one additional representative)
- 1 administration – Vice-President of Academic Services or designee
- 1 management representative with curriculum related responsibilities appointed by Management/Confidential group (should be manager/confidential from Academic Services or Director of Financial Aid)
- 1 non-voting student appointed by ASB

**Quorum:**

- A quorum, consisting of a minimum of seven voting members including four faculty, shall be required to conduct business.

**Chair and Vice-chair:**

- Elected by the committee at the first meeting in the fall semester.

**Reporting:** Reports to the Academic Senate and through the Academic Senate to the Governing Board; additionally, reports to the Vice-President of Academic Services or designee

Approved by the Curriculum/ Academic Standards Committee –March 20, 2018

Approved by the Curriculum/ Academic Standards Committee – November 19,2019

## **Distance Education Review Committee**

Sub-committee of Curriculum/Academic Standards Committee  
Open and uses voting by majority decision-making processes.  
Meets 1<sup>st</sup> & 3<sup>rd</sup> Tuesdays at 2pm in TECC

### **Charge:**

In an effort to assure quality distance education offerings and promote student learning and success in distance learning sections, this Committee shall be responsible for reviewing distance education section offerings for effectiveness in delivery and compliance with local, state, and national standards using information included in the *Handbook for Correspondence Instructors* and *Handbook for Online Instructors*. Specifically, the Committee is charged with:

#### Academic Standards:

1. Determine appropriateness of offering a specific course via distance education
2. Determine appropriateness of instructional strategies employed in a section in effectively delivering instruction that is at least equivalent to face-to-face instruction in content and rigor
3. Assist faculty in the development of distance education sections that meet regulations and effectively provide learning opportunities to students
4. Assist faculty in understanding requirements for distance education instruction
5. Make recommendations to improve student success in distance education sections

#### Review of distance education course sections:

1. Review distance education courses prior to and during first offering, and recommend continuation or discontinuation of course section
2. Regularly review repeat section offerings and recommend continuation or discontinuation as warranted
3. Determine compliance with local, state, and national distance education guidelines and standards
4. Recommend instructional material revisions to instructional faculty to meet or improve academic standards
5. Recommend discontinuation of a section via distance education to VP of Academic Services and division chairs when distance education recommendations are not met

NOTE: This committee is a course review committee, not a faculty evaluation committee. Course sections and distance education materials will be reviewed and recommendations for revision, continuation or discontinuation made to the individual faculty member and appropriate division chair. Regular compliance reports will be given to Curriculum/Academic Standards Committee and the VP of Academic Services. No recommendations will be made to individual faculty evaluation committees.

### **Structure:**

The Distance Education Review Committee is a sub-committee of the Curriculum/Academic Standards Committee. It is comprised of appointed instructional faculty with experience in at least one distance education delivery (online, correspondence, hybrid)

- 5 full-time faculty appointed by the Academic Senate with experience in at least one distance education delivery
  - 2 faculty members with online instruction experience

- 2 faculty members with correspondence instruction experience
- 1 faculty member with hybrid instruction experience
- 1 Curriculum/Academic Standards Committee Chair or representative appointed by Curriculum/Academic Standards Committee

**Quorum:**

- A quorum, consisting of a minimum of four voting members, shall be required to conduct business.

**Chair:**

- Committee will be chaired by the Curriculum/Academic Standards Committee chair or representative appointed from within the Curriculum/Academic Standards Committee

**Reporting:** Reports to the Curriculum/Academic Standards Committee

Approved by the Distance Education Review Committee

Reaffirmed by the Curriculum/Academic Standards Committee – December 16, 2014

Presented to Academic Senate – December 9, 2014

Presented to Consultation Council – December 18, 2014

Revisions approved by Distance Education Review Committee –October 4, 2016

Approved by Academic Senate – October 25, 2016

## **Division Chairs**

Open and uses consensus decision-making processes.  
Meets Mondays at 2:30pm in the Administrative Conference Room

**Charge:**

The Division Chairs

- Serve as intermediary between the members of the department and the Vice-President of Academic Services or designee
- Communicate on behalf of the department the need for new and/or maintenance of existing equipment/facilities
- Participate in the selection of new full-time and part-time department staff
- Prepare and maintain accountability for the department budget
- Participate in the coordination of the preparation of class schedules
- Coordinate the day, evening and summer class schedules
- Represent the department in curriculum/academic standards, division chairs, and other planning committee meetings as may be requested by the district administration, but limited to ten hours/month. However the ten-hour maximum specifically excludes any meetings associated with the development of class schedules
- Hold department meetings with faculty at least once per month to conduct department business and to provide adequate communication between the district administration and the faculty
- Make recommendations during the first two weeks of fall and spring semesters concerning the canceling or adding of classes and to make any other necessary changes in the class schedule
- Support program review activities
- Support development of student learning outcomes and assessment plans

**Structure:**

The Division Chairs include faculty who meet with the administration weekly.

- 3 administrators (V.P. of Instruction [currently not staffed], Deans of Instruction)
- 5 full-time faculty (Division Chairs, Lead Counselor)

**Chair:**

- 3 administrators (V.P. of Instruction [currently not staffed], Deans of Instruction)
- 5 full-time faculty (Division Chairs, Lead Counselor)

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**Reporting:** Reports to the Vice-President of Academic Services or designee

Approved by the Division Chairs February 2, 2007  
Reviewed by the Academic Senate August 27, 2015  
Reviewed by the Division Chairs January 30, 2020



## **Facilities Planning**

Open and uses voting by majority decision-making processes.

Meets first Thursday of each month at 1:00pm, Business Office Conference Room

### **Charge:**

- Submit the Facilities Master Plan to the Consultation/Council/Strategic Planning Committee
- Review and comment on Safety Committee and Emergency Task Force recommendations and proposed solutions
- Review and comment on various mandated reporting documents (i.e. 5 year Capital Outlay plan, scheduled Maintenance, recycling/energy and water programs etc.)
- Recommend construction and modification of District facilities, assets, and properties
- Recommend sequencing and priority of large district renovation and construction project
- Assist drafting of policies and procedures related to managing the physical plant
- Develop, review and adjust facilities planning documents

### **Structure:**

Voting members shall include the following:

- 2 administrators (Director of Institutional Effectiveness or designee and Chief Business Officer or designee)
- 2 confidential/management representatives appointed by the management group
- 2 faculty appointed by the Academic Senate
- 2 classified representatives appointed by CSEA (The FMP Committee recommends that one classified representative be from maintenance)
- 1 student representative appointed by ASB

### **Chair:**

Elected by the committee at the first meeting in the fall semester.

### **Quorum:**

- A quorum, consisting of one member from each of three of the five voting constituencies, shall be required to conduct business.
- Attendance, including voting, may be facilitated by electronic communication.

**Reporting :** Reports to Consultation Council  
Documents are forwarded to the Strategic Planning Committee.

Approved by the Facilities Planning Committee - February 21, 2007

Revised by the Facilities Planning Committee – May 18, 2011

Approved by Consultation Council August 27, 2015

Revised by the Facilities Planning Committee – November 7, 2019

Open and uses voting by majority decision-making processes  
Meets third Friday of each month at 3pm in MS-125

**Health and Safety Charge:**

1. Study, review, advise and recommend regulations and procedures relating to the safety and security of persons and of district facilities.
2. Review safety, health and environmental issues that affect the campus.
3. Advise the Director of Facilities on safety issues
4. Make recommendations regarding campus emergency procedures and training
5. Make recommendations regarding parking and traffic control.
6. Make recommendations regarding hazardous waste management.
7. Make recommendations regarding equipment and other issues affecting classroom safety.
8. Assist and support college planning process as needed or requested.
9. Receive reports about unsafe conditions and direct them to the appropriate department along with any recommendations.
10. Review student accident reports, police statistical reports for the campus, and staff accident reports in order to help identify unsafe work practices and/or campus conditions and suggest possible remedies to the appropriate department(s).
11. Make recommendations regarding campus emergency procedures.
12. Encourage input and feedback from all individuals with regard to campus safety related ideas, problems, and solutions.

**Structure:**

The Health and Safety Committee is comprised of appointed representatives from all of the campus community constituent groups. Voting members shall include the following:

- 1 Administrator (Chief Business Officer or designee)
- 2 Classified representatives appointed by CSEA
- 3 Faculty representatives appointed by Academic Senate
- 2 Management/Confidential representatives
- 1 Student appointed by ASB

**Quorum:**

- A quorum, consisting of one member from each of three of the five constituencies (administration, classified, faculty, management, student), shall be required to conduct business.

**Chair:**

- Elected by the committee at the 1<sup>st</sup> meeting in the fall

**Reporting:** Reports to Consultation Council/Strategic Planning Committee  
Adopted by the Academic Senate – August 27, 2015



## **Human Resource Planning**

Open and uses consensus decision-making processes.

Meets second Wednesday of each month at 1 pm in Business Conference Room

### **Charge:**

- Coordinate the professional development activities of the college
  - Ensure that the range of activities includes all constituent groups
  - Ensure that the activities include team-building, collaboration, and other projects that enhance collegiality among the groups
  - Ensure that activities include EEO training (in order to provide trained individuals to participate as EEO representatives on screening/selection committees).
- Assist in the development of Professional Development Plan
- Periodically review and revise the staff development procedures and forms
- Plan, implement and evaluate the college's flex day activities
- Assist and support college-planning process through contributions to the Comprehensive Institutional Master Plan
- Assist in the development of a college-wide Human Resource Master Plan
- Assist in the development of EEO Plan
- Assists in the review of screening/selection procedures and forms

Faculty members and Chief Instructional Officer or designee will form the Flex Subcommittee

- Assist the Office of Academic Services in the development of flex forms and surveys
  - Survey faculty and staff to identify needs and interests for potential flex activities
- Assist in the development of flex activities for the following academic year
- Review and make recommendations to the Chief Instructional Officer or designee on flex contracts
- Assist in the preparation of district and state reports as required

### **Structure:**

- Chief Instructional Officer or designee
- 3 faculty members appointed by the Academic Senate
- 2 classified representatives appointed by CSEA
- 2 confidential/management representative appointed by the management group including the Human Resource Director
- 1 student representative appointed by ASB

### **Quorum:**

- A quorum, consisting of one member from each of three of the five constituencies (administration, classified, faculty, management, student), shall be required to conduct business.

### **Chair:**

Elected by the committee at the first meeting in the fall semester.

**Reporting:** Reports to Academic Senate (Flex Subcommittee) and Vice-President of Academic Services

Approved by the Faculty & Staff Development Committee March 8, 2007

Reviewed by the Human Resource Planning Committee – May 2010

Approved by Consultation Council August 27, 2015

Reviewed by the Human Resource Planning Committee – October 9, 2019

## **Institutional Effectiveness Planning**

Open and uses consensus decision-making processes.  
Meets 2<sup>nd</sup> & 4<sup>th</sup> Wednesdays of each month at 11am in TECC

### **Charge:**

- Update the Institutional Effectiveness Master Plan to identify items that have been completed, that are on-going, and that have not yet been addressed and add new goals and strategies annually to meet emerging needs in the areas of organizational structure, accreditation, governance, program review, planning, research, student learning and administrative unit outcome assessment, fiscal planning and grant development/coordination.
- Analyze data provided by the institutional effectiveness office concerning trends in any of the areas listed above.
- Review and incorporate recommendations from instructional and non-instructional program reviews into planning for an effectiveness institution.
- Integrate effectiveness planning with academic, student services and budget planning to ensure successful implementation of the goals and strategies
- Assists faculty and staff in coordinating the development, assessment and analysis of results of program and course student learning outcomes and administrative unit outcomes
- Drive institutional change through recommendations and strategies related to accreditation, program review, outcomes assessment and planning.

### **Structure:**

The Institutional Effectiveness Planning Committee is comprised of key positions relevant to planning for institutional effectiveness. The members shall include the following:

- 1 Academic Senate President (faculty)
- 1 Accreditation Chair (faculty)
- 1 Accreditation Liaison Officer (administration)
- 1 Faculty appointed by the Academic Senate
- 1 Comptroller (management)
- 1 Consultation Council Chair(s)
- 1 Director of Institutional Effectiveness (administration)
- 1 Office of Academic Services representative involved in SLO/AUO assessment
- 1 Student appointed by the ASB

### **Quorum:**

- A quorum requires more than fifty percent of the membership.

### **Chair:**

- Elected by the committee at the first meeting in the fall semester.

**Reporting:** Reports to both the Academic Senate and Superintendent/President.  
Documents are forwarded to the Consultation Council/Strategic Planning Committee  
Revised by Consultation Council – August 27, 2015

## **Institutional Technology Planning**

Open and uses consensus decision-making processes.

Meets 3<sup>rd</sup> Friday of each month at 10am in TECC

### **Charge:**

- Study, review, advise and recommend regulations and procedures relating to institutional technology
- Identify, prioritize, and review technology needs with regard to network infrastructure, staffing, funding, and equipment capacities.
- Develop a college-wide technology plan, including deployment of technology equipment and coordination of services with Information Technology department
- Assist and support college planning process through contributions to the Strategic Master Plan
- Review and revise the committee charge to meet changing needs over time

### **Structure:**

- 3 administrators (Chief Business Officer, Director of Institutional Effectiveness, Chief Student Services Officer)
- 3 faculty representatives (two teaching faculty members) appointed by the Academic Senate
- 3 confidential/management representatives appointed by the management group (Director of Information Technology)
- 2 classified representatives appointed by CSEA (recommended from the IT support staff).
- 1 student representative appointed by ASB

### **Quorum:**

- A quorum, consisting of one member from each of three of the five constituencies (administration, classified, faculty, management, student), shall be required to conduct business.

### **Chair:**

Elected by the committee at the first meeting in the fall semester.

**Reporting:** Reports to the Superintendent/President and Academic Senate

Documents are forwarded to the Consultation Council/Strategic Planning Committee.

Approved by Consultation Council August 27, 2015

Reviewed by ITPC October 05, 2018

**Scholarship and Financial Aid Appeals/  
Student Grievance & Academic Renewal Appeals**  
Closed and uses voting by majority decision-making processes.  
Meets on an as needed basis with at least one annual meeting

**Charge:**

- To review academic renewal applications, financial aid appeals, and to conduct student grievance hearings in a timely manner.
- To review scholarship applications.
- To make recommendations to the appropriate entity regarding appeals and grievance processes.

**Structure:**

Membership is made by appointment from the member's constituent group as needed. Membership is as follows:

- 3 faculty appointed by the Academic Senate
- 2 classified representatives appointed by CSEA
- 1 student representative appointed by ASB
- 1 confidential/management representative
- 1 administrator (Chief Student Services Officer)

Subcommittee comprised of only the faculty members will hear academic grievances. Subcommittee comprised of members minus the student appointee will hear financial aid appeals.

**Quorum:**

- A quorum, consisting of one member from each of three of the five constituencies (administration, classified, faculty, management, student), shall be required to conduct business with the exception of student grievance hearings which will consist of three of four constituencies not including administration.

**Chair:**

- Elected by the committee at the first meeting.

**Reporting:** Reports to the Academic Senate and Chief Student Services Officer. Reports to Vice-President of Academic Services for Academic Grievances.

Adopted by the Academic Senate – August 27, 2015

### **Student Services Planning**

Open and uses consensus decision-making processes.

Meets 1st and 3rd Monday of each month at 3pm in the Boardroom

#### **Charge:**

- To develop and write the Student Services Master Plan
- To develop, write, and help monitor the implementation of the Integrated Plan
- Monitor, implement, and adapt as necessary the Strategic Enrollment Plan as pertains to Student Services
- Monitor, implement, and adapt as necessary the Student Engagement Plan
- Embrace and cultivate the Guided Pathways framework institutionally

#### **Structure:**

- 2 administrators (Dean of Student Services and Associate Dean of Student Success & Equity)
- 4 faculty representatives (3 teaching faculty members) appointed by the Academic Senate
- 2 classified appointed by CSEA
- 3 confidential/management representatives appointed by management group leader
- 1 student by the Associated Student Body

#### **Quorum:**

- A quorum, consisting of one member from three of the five constituencies (administration, classified, faculty, management, student), shall be required to conduct business.

#### **Chair or Co-Chairs:**

- Elected by the committee at the first meeting in the fall semester.

**Reporting:** Reports to the Superintendent/President and Academic Senate

Adopted by the Academic Senate –