College Issues Day FAQs from the Faculty Advisory Group

Information Flow

Can a proposal endorsed by a council, endorsed by the assembly and vetoed by the president be presented to the Board of Trustees?

- No, the board has vested most of its power in the office of the president.
- The Governance Development Team will recommend that the Assembly chair will have a standing report at Board of Trustee meetings.

Can committees align with more than one council? If not, how do we handle the work of committees that are relevant to more than one council?

- Committees are enabled through and report to a single council. However, it is expected that committee members may communicate and collaborate with other committees, councils, or subject matter experts.
- During the first year, functioning committees will work with the councils to determine the best fit.

How long will take for a recommendation from council to be acted on by the Assembly, forwarded to the president and receive a response?

- The amount of time it will take will depend on the matter and how much input is required from other councils. Proposals could take as little as 20 days or as long as several months depending on the complexity and scope of the issue.

What are some examples with issues that will NOT go through the governance system?
Management and collective bargaining issues will not be addressed by the governance system.

Consensus model

In the Assembly, what is needed to endorse or reject a proposal—majority, consensus? How are dissenting concerns handled in the Assembly?

- Consensus does not require unanimity. A majority of members at a consensus level of 1-3 is required for endorsement. However, if most members are at a consensus level 3, the group would be wise to take this as a signal that more discussion or modification needs to be done. A majority of members at consensus levels 1 and 2 is desired before proceeding with a recommendation.
- If the Assembly endorses a recommendation, the concerns of those at consensus level 4 will be documented anonymously and will move forward with the recommendation.

The consensus model has been blamed for paralysis in decision making and implementation. Consider the CRITICAL MASS model which says and signals that there is a strong core. Also consensus involves support for the majority vote. Watch for calcification of legacy systems.

- As noted above, consensus does not require unanimity and decisions can proceed in a timely way after all positions have been discussed. The consensus model is designed to encourage meaningful discussion on an issue and ensure that dissenting voices are honored and their concerns documented.
- We are unclear about how a critical mass model differs from majority vote or is applicable in this context.

Would suggest that the consensus voting model can be, should be used differently based on the nature of the decision(s) and the goals of whoever holds the elections. But, in all cases, any voting document must specify how the vote results will be computed/used.
- In all cases, consensus is reached when a majority of the votes cast are 1, 2 or 3.

What is the difference between level #2 and level #3 in the consensus voting model?
- This is explained in the BCG documents.
    - One=Yes, I can easily accept the decision or action
    - Two = Yes, I can accept the decision or action, but it may not be my preference
    - Three = Yes, I accept the will of the group, but I don't necessarily agree with the decision or action.

General structure:

Regarding Infrastructure council—isn't technology very much a student success issue? How would this issue be handled?
- This is a separate council to focus solely on the physical and ITS structures needed to support college, employee, and student activities. Decisions regarding which technology to use would include discussions on other councils as well, such as the Student Success Council, the Faculty Council, and possibly others.

How does this system change the budget structure (e.g. budget for professional development day)?
- Recommendations involving budgets will be addressed specifically by the Resources and Planning Council. That council will make recommendations on the budget and finances and will coordinate and vet the link between planning and resources.
- Recommendations will be forwarded to the Assembly for discussion.

What are the responsibilities of the chair of the Assembly?
- Convene meetings, conduct votes, forward recommendations to the president, handle recommendations and communications between councils and assembly, post agendas and minutes to the governance website, and attend Board of Trustees meetings.

Does the new system give the college community some power to review and audit college budget and spending, especially travel budget for high-level administrators?

- The Resources and Planning Council will work to link planning and resource allocation. However, an audit of management decisions will not be within the purview of the council.

Meeting schedules

Please schedule meetings to start @ 2:45pm not 2:30pm. Due to class schedules going to 2:40pm.
- The Governance Development Team will recommend that time to the Assembly and councils.

All committees meet during times when ELI faculty meet.
- The governance system will adopt the best schedule based on faculty and other schedules. ELI, like other groups, will need to work with their dean to ensure scheduling that allows participation.

Membership

How do we justify that the smallest divisions have the same representation in the council? Because the faculty in iBIT has the same number as A&H. Limits the voice of large divisions. How do we ensure the voice of marginalized groups are heard? (For ex FT faculty of color).
- The faculty on the advisory group felt it important that small divisions/program are not marginalized. The faculty advisory group chose "the Senate " rather than the "House of Representative" model for the council to ensure equal status. One seat from each of the divisions is earmarked for full-time faculty and one seat is earmarked for adjunct faculty to ensure that each of those groups is represented. The at large seat may be filled by either.

Do you anticipate any challenges in filling all of the faculty/staff positions on the councils? What if not enough people want to fill spots? Is there support provided for adjuncts participating?
- All adjunct faculty will be paid for their work on the councils. As with any new system, there will be initial challenges to face. But the faculty advisory group envisions that the opportunity to have a meaningful role in directing the business of the college, especially in making sure the faculty voice is honored, should bring out enough participants to fill the seats.

Why is the VP of Instruction *not* part of Diversity and Inclusion? How do we make sure our curriculum is diverse and being taught in inclusive ways?
- Diversity and inclusion is the job of every person at Bellevue College, as is student success. The Governance Development Team distributed the responsibilities between the nine vice presidents to manage workload and offer their expertise. The system is designed to be highly communicative, so the curriculum will not be left out of the diversity and inclusion conversation.

Odd number of seats in Faculty Council needed.

- This is not an issue when one is using the consensus voting model. Because it is likely that no council will have perfect attendance, changing the number of members won't avoid this problem. In the event of an even number, a majority can be established as one more than half.

Will we run voting based on preference or approval, rather than winner takes all?

- A council election does not require a majority vote. If there are more than two candidates running, the top vote-getter wins (a plurality will win the election).

Can adjunct faculty serve in a quarter that they are not teaching in?

- As long as the adjunct is eligible to serve at the time of election and has an employment status of active, the adjunct may serve.

Compensation

Has there been conversation about compensation for serving in this governance structure? (Particularly for chairs of each constituent council).

- The governance system includes a Compensation Schedule. Members and chairs will receive compensation for any time not covered by their regular employment contract.

Please provide pay $ for adjunct participation on committees.

- This is an important question. Adjunct pay for committee work is being deferred to the councils during the first year of implementation.