

Culminating Feedback Survey Results and FAQs

Question: My consensus level right now on the new BC Governance is

- 1) Yes, I can easily accept the decision or action
- 2) Yes, I can accept the decision or action but it may not be my preference
- 3) Yes, I accept the will of the group, but I don't necessarily agree with the decision or action
- 4) No, I cannot support the proposal

Consensus Level	Faculty		Classified		Exempt		Overall	
	#	%	#	%	#	%	#	%
1	40	36%	23	31%	36	48%	100	38%
2	46	41%	26	35%	24	32%	96	37%
3	19	17%	22	30%	9	12%	51	19%
4	7	6%	3	4%	6	8%	16	6%
Total	114	100%	74	100%	75	100%	263	100%
Total 1 & 2	114	77%		66%		80%		75%

Why are we building a new governance system now when Bellevue College is considering a merger with WSU or independent status? Will this effort be wasted?

A change to the status of Bellevue College isn't guaranteed and may take years to achieve. In the meantime, there are urgent questions that need college-wide input—including the question of whether to merge with another institution or become independent. The listening sessions conducted during the development of the Strategic Plan identified communication and better governance as critical areas. BC Governance has been designed to be applicable even given a change in status. No matter what happens, having effective governance in place will help us navigate any changes in a way that honors the views of everyone at the college.

Why are there so many people on the councils and will there be enough people to staff them?

In deciding how many members each council should have, the Governance Advisory Groups had to balance the limited bandwidth of students and employees with the need to have broad-based representation and input. The councils were designed to be large enough to be representative of the different constituencies. It is important to keep in mind that BC Governance councils and committees will not simply be added to the existing structure of committees. Some current committee functions will be taken on by the councils. After studying other institutions and receiving input from across the college, the Governance Development Team determined that the increase in communication and broad-based input that will result from the new system should outweigh the increase in employee time.

Will classified staff members be given adequate release time?

Classified staff supervisors have been instructed to allow classified employees to participate in the governance system and have been alerted to the amount of release time to expect (approximately 8 hours per month for council members). Dr. Rule has been consistent in his call for the new governance system to have college-wide participation from all constituencies, including classified employees. If classified employees or their supervisors are having difficulty arranging time to participate while maintaining operations, they should contact the Governance Development Team, or the Governance Coordinator when that position is filled, to work out a solution to the conflict.

Hourly part-time (non-student) employees are represented by the Classified Council.

Do the functional councils, particularly the Student Success Council, have the right mix of members?

The membership of the constituency councils were determined by the constituencies themselves through the Governance Advisory Groups. During the development period there was also a great deal of discussion among all the constituencies about the memberships of the functional councils, particularly the Student Success Council (SSC). The current membership of the SSC represents a compromise between conflicting recommendations from various groups. It is possible that the current membership will not provide the correct mix of front line employees and subject matter experts. Fortunately, the system is designed with the expectation that modifications may need to be made. The first year of implementation will allow all constituencies to see whether the membership mix accomplishes good decision-making in the best interest of the college. At the conclusion of the first year, an assessment will provide an opportunity to recommend needed changes.

What if the new system doesn't work well?

Based on research of other institutions, the Governance Development Team recognized that any governance system requires continuous improvement. There are provisions for modifying BC Governance by changing the charter and individual council bylaws. Revisions will be made based on the experiences of those working in the new system through the means of an annual assessment.