
CLARIFICATION BY COLLABORATIVE CODIFICATION

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Collaborative Codification Presentation Outcomes

1. Make the challenges faced by CCSF relevant to other community colleges
2. Share how the “codification” process helped begin a cultural shift at CCSF
3. Engage participants in reflection on how difficult conversations at home institutions can inform solutions

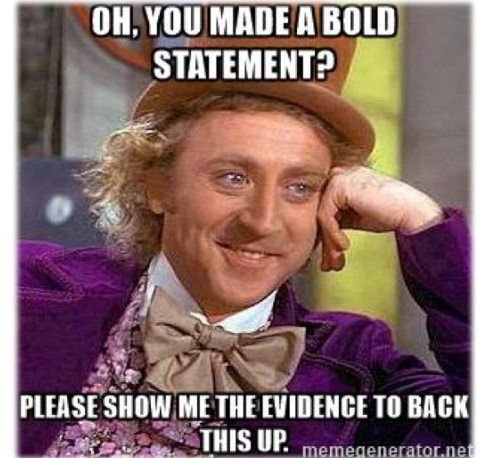
Community colleges face numerous challenges.



RULES!
1. You **SHALL!**
2. You **WILL!**
3. You **MUST!**

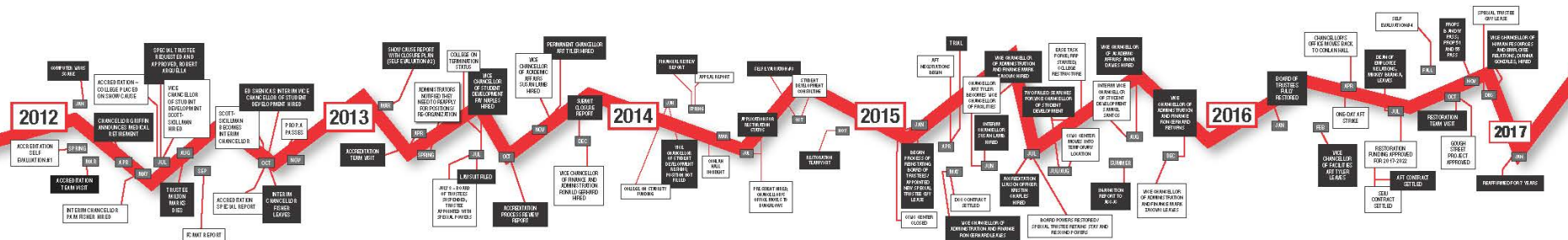


Prove that we are
making a difference!



**OH, YOU MADE A BOLD
STATEMENT?**
**PLEASE SHOW ME THE EVIDENCE TO BACK
THIS UP.** memegenerator.net

City College of San Francisco experienced some trauma.



Specifically, CCSF experienced challenges in effective decision-making. We disagreed about many things.



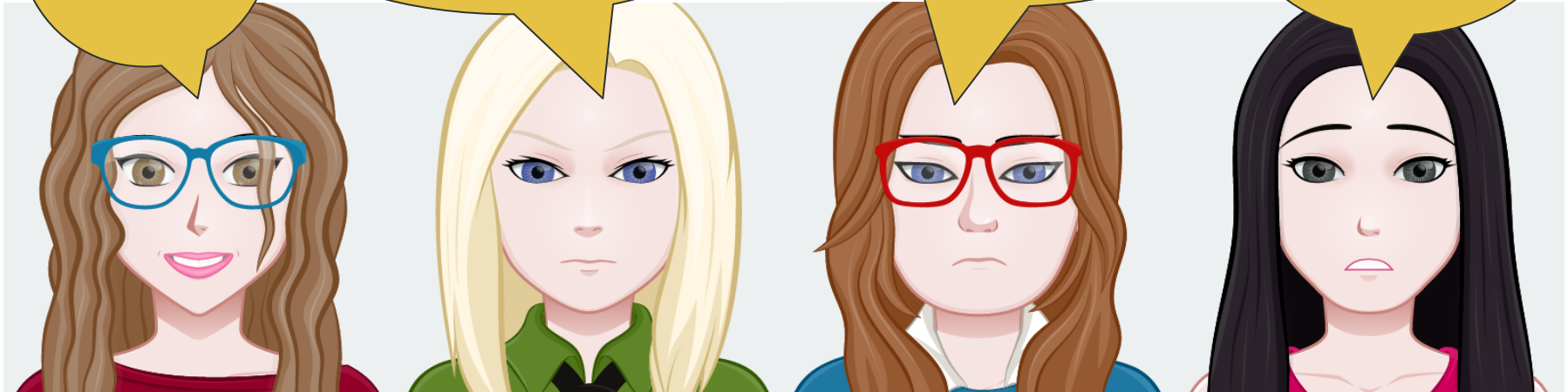
We did agree on one thing: we needed a process everyone could trust and rely upon. It was not easy.

We can fix this!

You want the 10+1 to cover **EVERYTHING!!!!**

You want to **BURY** the Academic Senate under Participatory Governance!!!!

What did I get myself into?



The background of the slide features a city skyline, likely San Francisco, with various buildings and a prominent tower. Overlaid on the right side are several interlocking gears in shades of gray and black. At the bottom, there is a silhouette of a group of people, with one person in the center highlighted in blue.

With 2,500 employees, plus students, CCSF is a town.

People to see ...

Chancellor, Accreditation
Liaison Officer, Faculty,
Classified Staff, Students,
Administrators

Places to go ...

Classified Senate, Academic
Senate Executive Council,
Associated Students,
Administrators Association,
Participatory Governance
Council

Things to do ...

Collegial Consultation,
Vote, Recommend, Eat,
Talk, Negotiate, **Start
over ...**



We had to care, even when very frustrated.

Be courageous.

*Stand up for your
principles.*

*Remember we
might laugh about
this later.*

NEVER EVER
EVER
GIVE UP!

*Take boxing gloves
off.*

Listen.

Keep talking.

*Do not destroy the
other person.*



There was a moment when we wanted to just end the meeting...

The results were worth it.

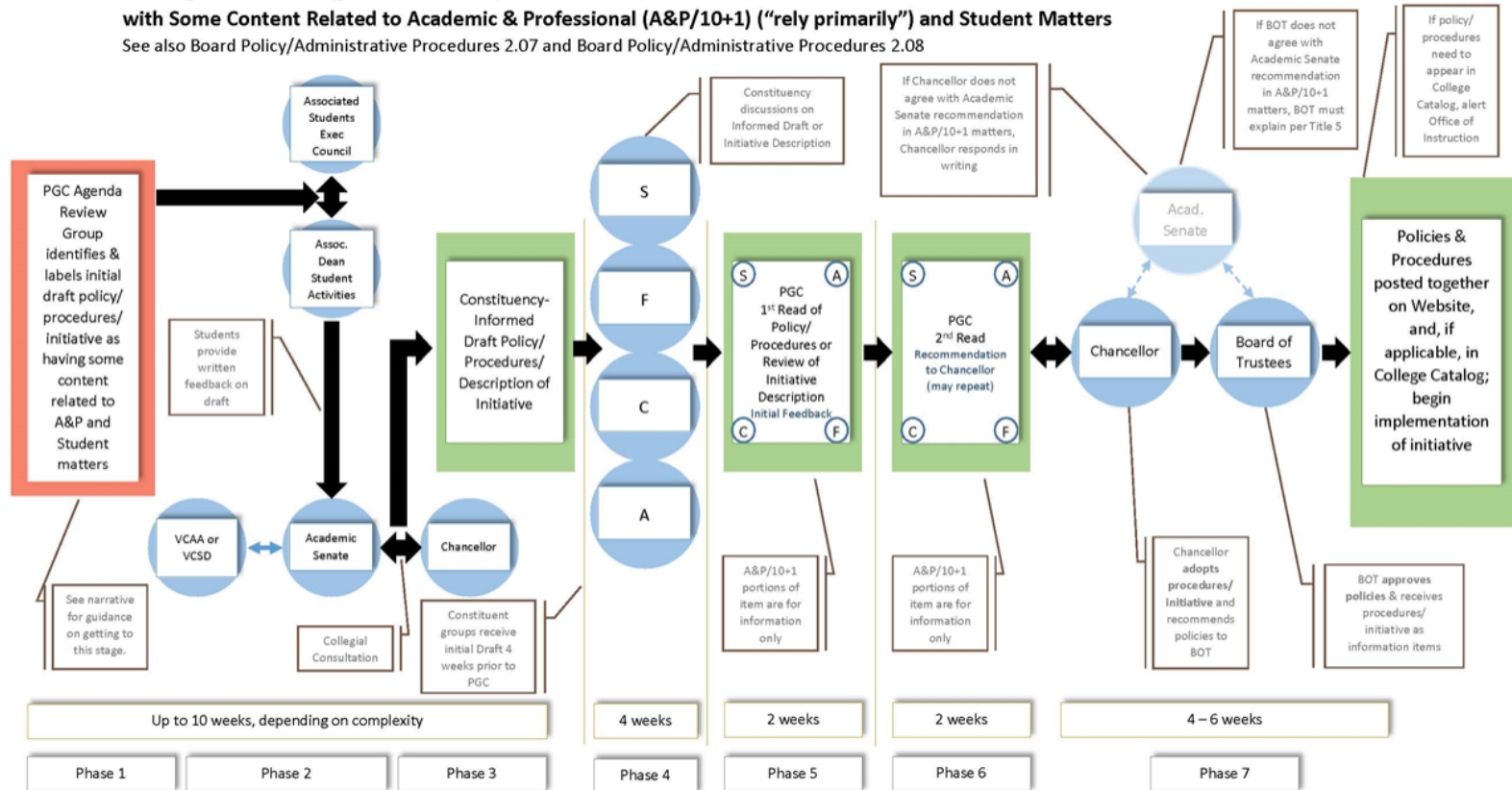
The Roles, Responsibilities, and Processes Handbook includes:

- Program Review
- Planning & Development of Collegewide Plans
- Planning & Development of Collegewide Initiatives, Board Policies, & Administrative Procedures
- Resource Allocation of Supplemental General Funds
- Resource Allocation of Categorical Funds

Almost anything can be planned from this chart.

April 17, 2016

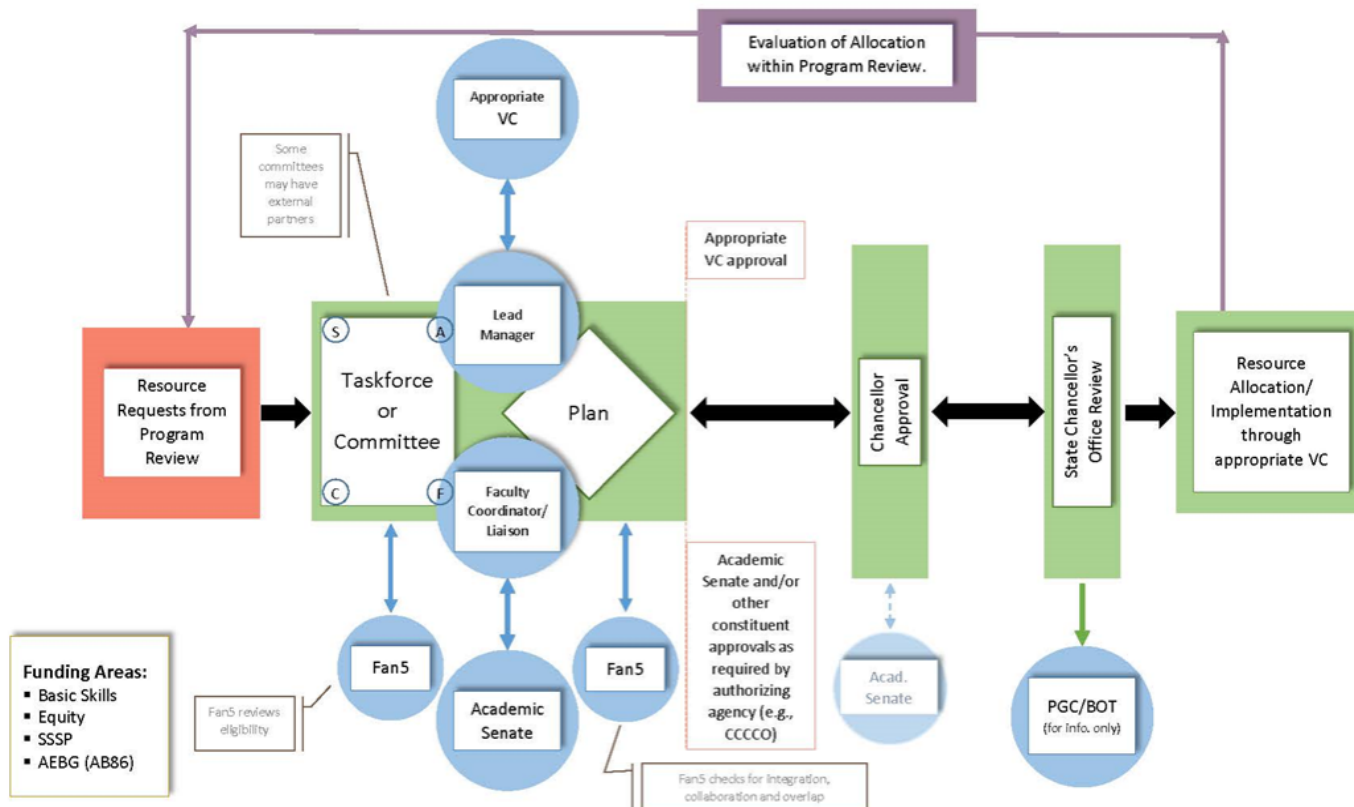
D4b. Development* of Collegewide Initiatives, Board Policies, and Administrative Procedures with Some Content Related to Academic & Professional (A&P/10+1) ("rely primarily") and Student Matters See also Board Policy/Administrative Procedures 2.07 and Board Policy/Administrative Procedures 2.08



Resource allocations integrate collegial and participatory governance.

R2. Resource Allocation of Collegewide Categorical Funds with State Plans

See also Board Policy/Administrative Procedures 2.07 and Board Policy/Administrative Procedures 2.08



POINT: the RRP Handbook is facilitating cultural shifts.

- Clear identification of roles and responsibilities reassures each constituent group and lessens uncertainty (L)
- “Strong fences” between collegial and participatory governance leads to less bickering (S)
- Committees are guided in decision-making parameters and communicating out proposals and recommendations (M)
- College community is using the RRP Handbook to resolve decision-making and communication issues (M)
- Planning is FASTER (K)
- Trust is stronger every time we use the processes (S)
- There’s magic in writing things down (K)



Your turn!

Scenarios:

1. Students want a Farmer's Market once a month in the campus parking lot
2. Students want to go to a +/- grading system
3. Students want to start a nudist club



Discuss. Debrief.

- How do you navigate this decision?
- Who needs to be involved?
- How does the process flow?

Yes, we do like to talk about it.

View the RRP Handbook here: www.ccsf.edu/RRP

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