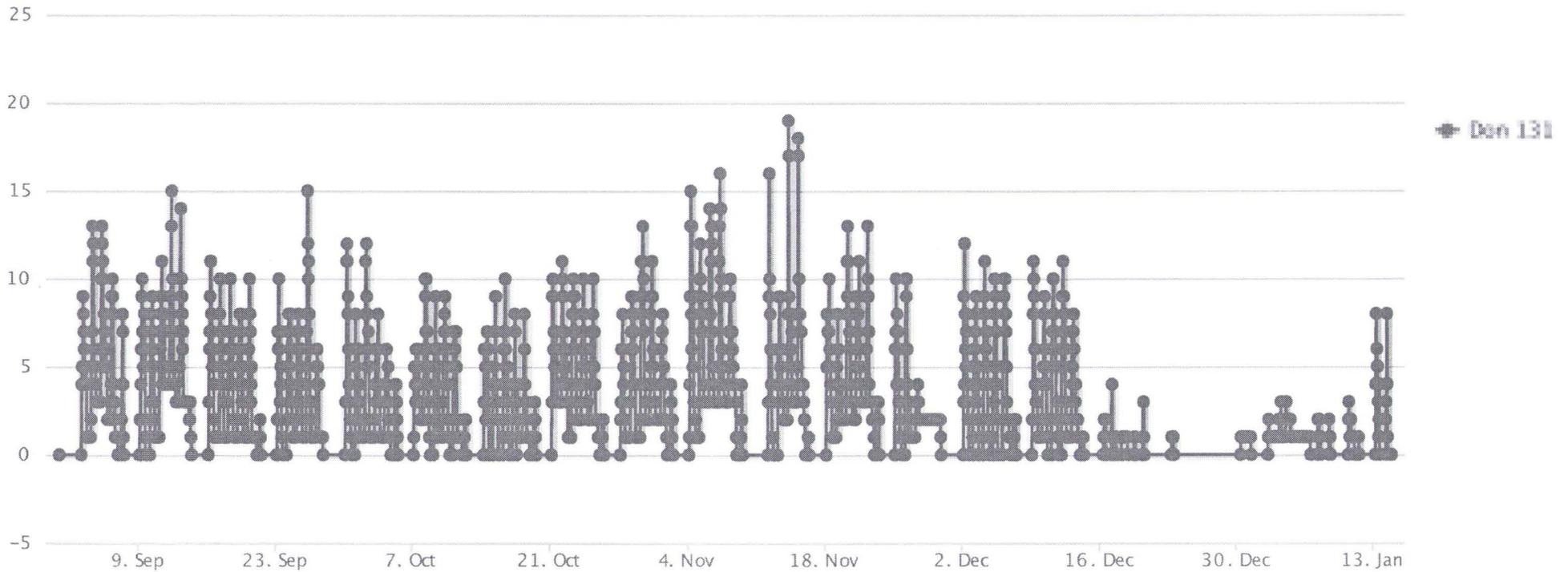


Login History

Utilization of resources shown by number of logins or unique users.



Shared Governance

I wanted to share two things that happened during the fall semester that I feel reflect our need to recommit to our shared governance efforts.

In November I was asked to solicit a Staff Senate member to sit on the calendar committee. This person was tasked with bringing important information back to Staff Senate for consideration. During our December meeting I asked the person to report on items that were discussed at the calendar meeting and she informed us that she was notified of the meeting and did not attend. After checking with Summer, the person was removed from the committee because there were a large number of people from Student Services represented. The two issues I have with this decision are that the person was never notified that she was not needed on the committee. If she had been notified, she would have been able to remind the group that she was supposed to be representing Staff Senate. The second issue I want to bring up is the fact that a staff member was removed from the committee. I think there were only two staff members on the committee to start with and I don't know the full committee number but am frustrated with the fact that a staff member would be considered the least necessary member of the group. Staff cannot participate in shared governance if we are not at the table.

The second event that occurred was a brunch pot luck loosely organized for Christmas Eve by Staff Senate. I sent out the invitation on Wednesday December 18. On Friday December 20, an e-mail was sent to supervisors stating that any employees who were planning on participating in the pot luck would need to use leave time to attend. Since the event was planned by Staff Senate and initiated through my e-mail, I would have preferred that I was contacted directly and told of the requirements. A preferred follow up, in my opinion, would have been for me to send a second e-mail and requested that people participating use their lunch time to attend. Again, shared governance can only happen when all the governing bodies are respected, consulted and included in the processes that occur on campus.

I urge everyone to be more thoughtful and inclusive when discussing anything that impacts the campus community.

I think it would be beneficial for all of us associated with Helena College, especially those new to Helena College, to understand the protocol, hierarchy, and divisions of this institution. With this knowledge there would be increased efficiency, less frustration, fewer toes stepped on, and more smiles across the campus in my opinion.

My recommendation is to develop a list of hypotheticals, a document if you will, that will help individuals decide where to go, what the next step is, and how to follow the correct sequence. I understand that the student and faculty handbooks speak to this issue on some level, but with the development or strengthening of certain groups, areas, committees, or individual hires I feel it needs to be spelled out and understood better by all (faculty, staff, administration, students).

If a kudos, complaint, idea, or question comes up and needs to be presented at the next level, it isn't always clear what the next step is, if you are wanting to be efficient, politically correct, and following protocol/procedure.

What issues go directly to faculty senate? To college council? To Division Chair? To Executive Council? To Student Services? To Leadership? I am speaking about an idea from an individual, or institutional committee, or from a group that has observed something.

I don't have the answers on how to go about developing this, I just know that I have been confused a couple of times over the course of the last semester and thought it would be beneficial to have a conversation about the possibilities.....