



Trust Memo Update #2

EXEC SUMMARY

- We will have some colleges present their participatory governance models to College Council this quarter
- Pro-D committee has begun its work
- Remote work policy is in its last step at ET
- Administrator are continuing to train on improving meetings
- Coffee RFP has begun
- There will be no more appointments (even for temporary positions)
- More items will be added to the Trust work for the next 6 months

THE LONGER VERSION

- We will be bringing a few different colleges representatives to do a panel to our College Council on different models of participatory governance for us to consider. Once we have dates for those, I will share the zoom link in case you want to join in. I think it will be very educational for us to consider different ways the college may use this process for decision making and planning.
- As I shared last month, the Professional Development Committee had their first meeting, and I will have updated information on this work later this month as we plan an annual calendar to support all faculty and staff with training needs. In addition, HR will begin integrating proactive mechanisms for staff and faculty retention into these discussions. More on that as it develops. This committee will report to the College Council for feedback and direction.
- I mentioned last month that in a recent admin meeting, I directed all administrators to hold regular meetings (in Outlook) that update staff and faculty on campus initiatives, prioritize changes needed in their area, and support their staff and teams. Our next steps will be discussing how action steps are ensured to move forward and *how we work together* as requested by campus, faculty, and staff. You can [review the initial memo](#) for details on those items:

Respect	Reliability	Accountability	Transparency
Humanistic communication	Follow-through	Inclusive decision-making	Support
Reflective listening	Accountability	Decision making with rationales stated	Growth mindset
Role-model what we want to see	Consistency	Self-awareness	Openness

- The remote work policy is updated, went to College Council for final review, and last edits will be considered by the Executive Team this month. Please keep an eye out for a process to engage in requests.
- We have started a Request For Proposals for coffee!

- In a recent memo I shared that we would only do appointments to Full-time positions under unique circumstances and include faculty and staff input. We have just completed our first engagement in this process and as I reported recently, it did not result in a hire (unfortunately).

I recently had a conversation with one of our faculty colleagues about appointments as it applies to *temporary positions* (not just full-time positions). Even with good intent, those appointments can provide opportunities without allowing other campus partners to apply who may have been interested in the possibility. I have discussed this with the ET, and we agree that from now on **ALL temporary opportunities will also come to the campus for consideration rather than being appointed. In fact, there was one of these, just this week.**

- g. Since we have completed a few items from the original Trust exercise (Others are ongoing obviously), I will look at other recommendations and start working on those during my next 6 months!

Be well all!