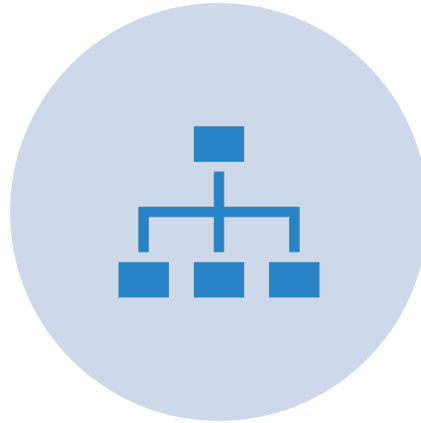# Welcome to IPC

Wednesday, September 7, 2022

Agenda

BRIEF HISTORY OF IPC

PURPOSE AND STRUCTURE OF IPC

CONSENSUS DECISION MAKING

Brief History of IPC

- Established in response to accreditation recommendations from 2007
- Originally solely focused on integrating the College's planning processes
- Fall 2014 – Dissolution of College Council; IPC assumes responsibilities for participatory governance oversight
- Spring 2018 – Restructuring and updating of Planning Manual

Mission of IPC

The mission of the Institutional Planning Committee is to ensure the implementation and ongoing assessment of the institutional planning process.

IPC also develops and assesses progress on strategic priorities, identifies and assesses institutional initiatives, and ensures that the participatory governance process is properly followed across all participatory governance commitees.

All four constituencies are represented on IPC. Thus, IPC serves as a conduit and "clearinghouse" for institutional planning for all constituency groups.
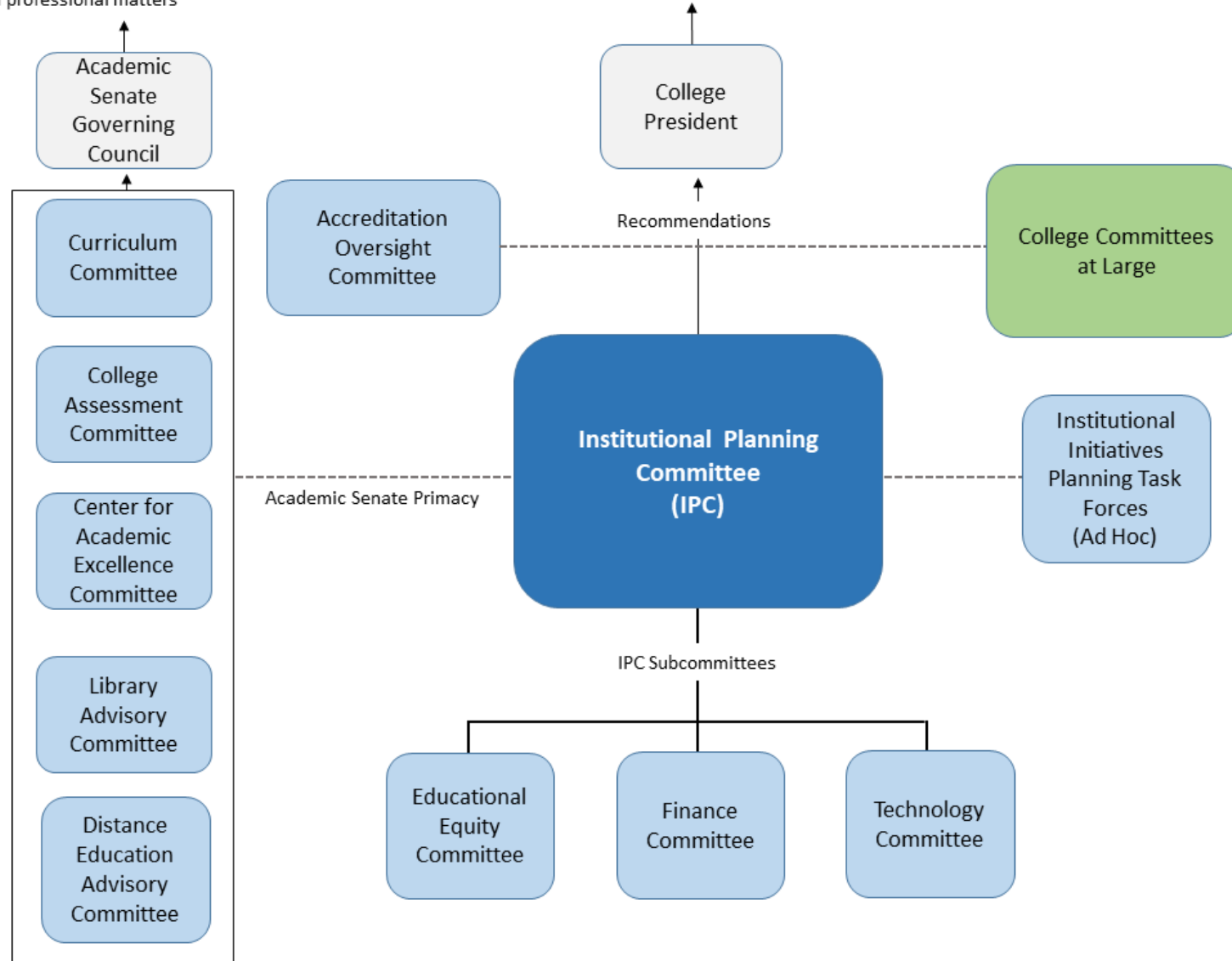
IPC accomplishes its mission by:

- Developing institutional priorities based on the SMCCCD Strategic Plan and the CSM Educational Master Plan.
- Ensuring that budget allocations are based on institutional planning priorities and are relevant to the current fiscal environment.
- Establishing measurable indicators for institutional priorities based on recommendations from the Office of Planning, Research and Institutional Effectiveness (PRIE), establishing targets for those indicators, and monitoring progress in meeting those targets.
- Ensuring that participatory governance is properly followed across all participatory governance committees.
- Ensuring the integration of the planning process, including, but not limited to a coordinated, institutional approach in addressing college priorities and the interrelationship among institutional plans.
- Establishing regular communication with the campus community regarding the institutional planning process.
- Assessing on an annual basis the effectiveness of the Institutional Planning Committee and the institutional planning process.
- *Reviews and recommends changes to policies and procedures at CSM*
- *Reviews and recommends changes to implementation of policies and procedures at the District Office*
- *Receive and provide feedback on annual reports from Equity Committee, Technology Committee and Finance Committee*

IPC Structure

- Tri-Chairs: Vice President, Academic Senate President, Classified Senate President
- College President
- Faculty
  - Coordinator (ex-officio), Student Learning Outcomes; Coordinator (ex-officio), Professional Development; Chair (ex-officio), Curriculum Commi2ee; Faculty Representative (ex-officio), Educational Equity Commi2ee; Faculty Coordinator (ex-officio), Distance Education; Past President (ex-officio), Academic Senate
- Classified
  - Six at-large classified employees appointed by Classified Senate/CSEA
- Administrators
  - Six administrators appointed by Cabinet and/or Management Council
- Students
  - ASCSM President, Vice President, and Finance Director
- Guests and area expertise individuals as needed

Recommendations to District Academic Senate, administration, and Board of Trustees on academic and professional matters

Recommendations to District Chancellor and Board of Trustees on non-academic matters

Academic Senate Governing Council

College President

Curriculum Committee

Accreditation Oversight Committee

College Committees at Large

Recommendations

College Assessment Committee

Institutional Planning Committee (IPC)

Institutional Initiatives Planning Task Forces (Ad Hoc)

Center for Academic Excellence Committee

Academic Senate Primacy

Library Advisory Committee

IPC Subcommittees

Distance Education Advisory Committee

Educational Equity Committee

Finance Committee

Technology Committee

Consensus Decision Making

Consensus decision making is a creative and dynamic way of reaching agreement between all members of a group.

Instead of simply voting for an item and having the majority of the group getting their way, a group using consensus is committed to finding solutions that everyone actively supports, or at least can live with.

The key is for all members of the group to express their needs and viewpoints clearly, recognize common ground, and find solutions to any areas of disagreement.

Remember the big picture.

Conditions for Consensus

Common Goal	Commitment to Reach Consensus	Trust
• Everyone present at the meeting needs to share a common goal and be willing to work towards it.	• Consensus can require a lot of commitment and patience to make it work.	• We all need to be able to trust that everyone shares our commitment to creating true consensus decisions.

Conditions for Consensus

Openness

- Making decisions by consensus is based on openness – this means learning to openly express both our desires (what we'd *like* to see happening), and our needs (what we *have* to see happen in order to support a decision).

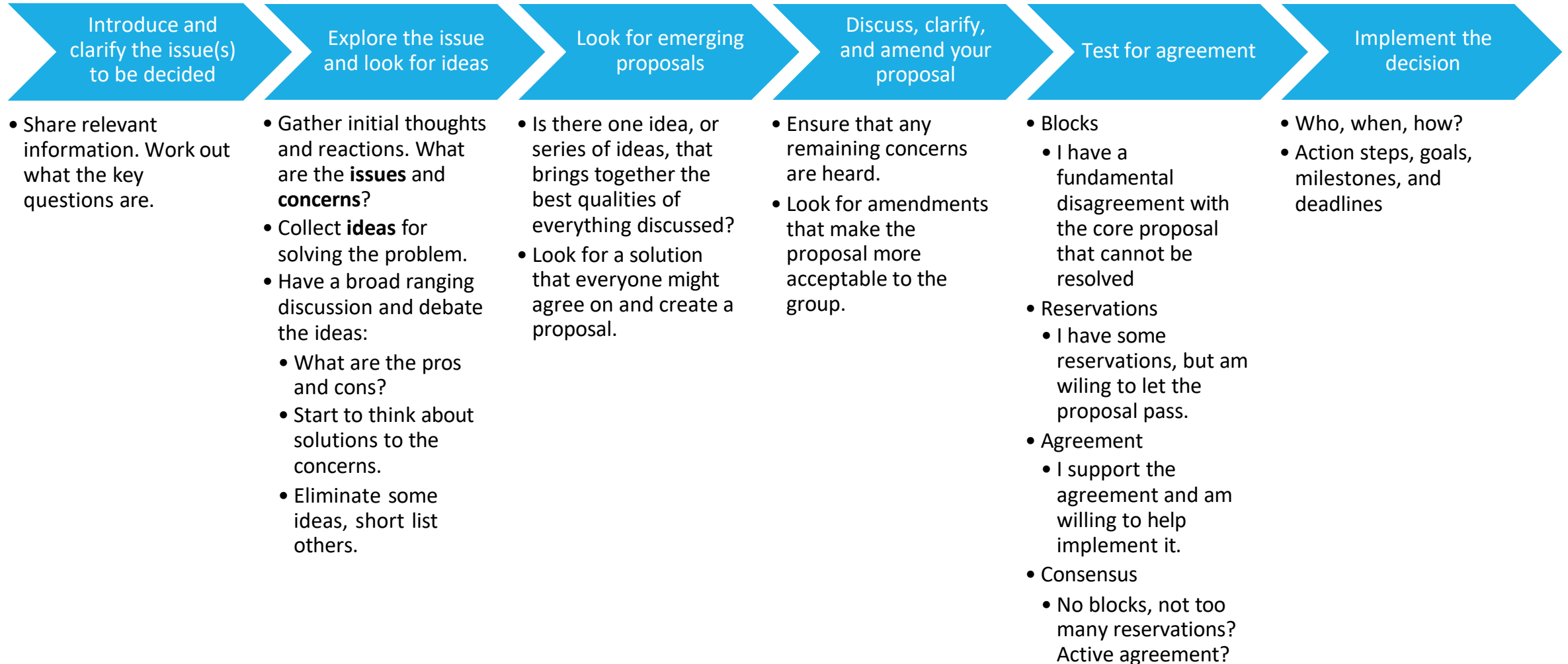**Clear Process**

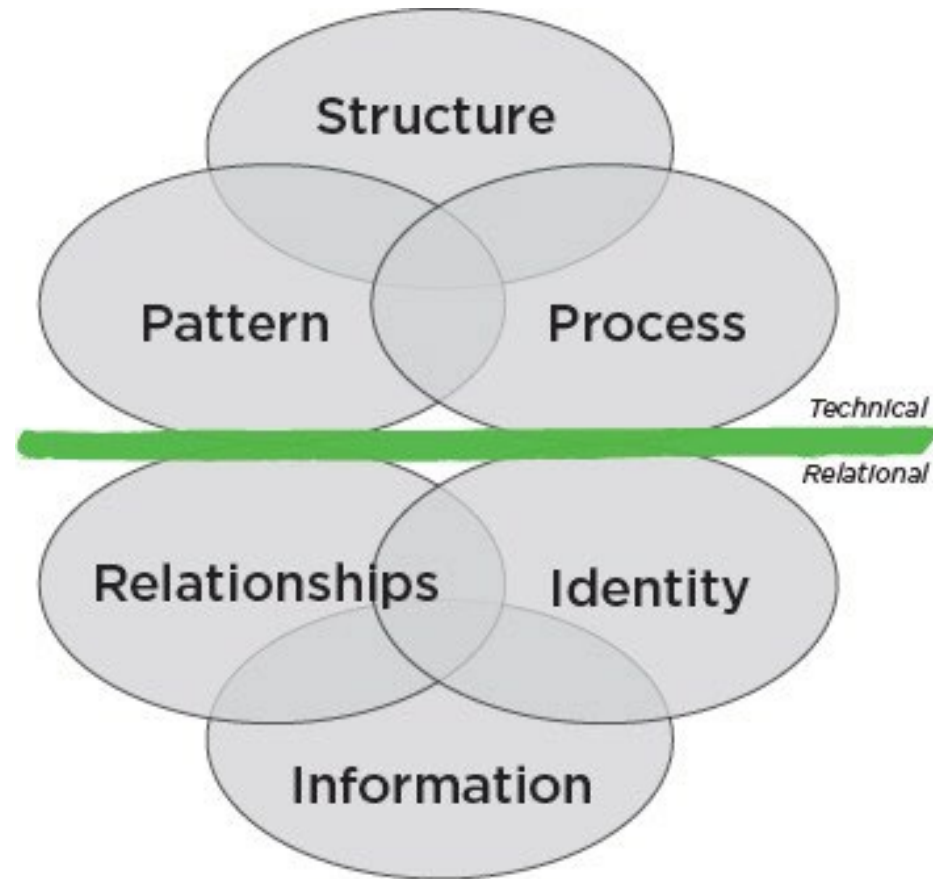- It's essential for everyone to have a shared understanding of the process and purpose.

Active Participation

- If we want a decision we can all agree on then we all need to play an active role in the decision making.

Process

Introduce and clarify the issue(s) to be decided	Explore the issue and look for ideas	Look for emerging proposals	Discuss, clarify, and amend your proposal	Test for agreement	Implement the decision

- Share relevant information. Work out what the key questions are.

- Gather initial thoughts and reactions. What are the **issues** and **concerns**?
- Collect **ideas** for solving the problem.
- Have a broad ranging discussion and debate the ideas:
  - What are the pros and cons?
  - Start to think about solutions to the concerns.
  - Eliminate some ideas, short list others.

- Is there one idea, or series of ideas, that brings together the best qualities of everything discussed?
- Look for a solution that everyone might agree on and create a proposal.

- Ensure that any remaining concerns are heard.
- Look for amendments that make the proposal more acceptable to the group.

- Blocks
  - I have a fundamental disagreement with the core proposal that cannot be resolved
- Reservations
  - I have some reservations, but am wiling to let the proposal pass.
- Agreement
  - I support the agreement and am willing to help implement it.
- Consensus
  - No blocks, not too many reservations? Active agreement?

- Who, when, how?
- Action steps, goals, milestones, and deadlines

Six Circle Model

Six Circle Model

Above the Green Line – Technical		
Pattern (Strategies)	**Structure**	**Process (Operations)**
The systematic ways in which a system focuses its key strategies to accomplish its mission and goals.	The way a system organizes itself to conduct its work.	The standard processes (operations) that are used to build consistency and efficiency.

Below the Green Line – Relatioral		
Relationships	**Information**	**Identity**
How a team or organization values its people – their emotional, physical and spiritual well-being; the level of connectivity among people across the system; the value placed upon collaboration and high functioning teams; and the level of connectivity of and the type of relationship between key teams, programs and operational systems.	Information is like oxygen in a system. In its absence, people will "make it up" in an effort to keep moving forward. Access to information greatly minimizes the negative rumors. When information is abundant, people focus on what is important and have greater security in knowing what is actually going on in the organization.	Human beings are meaningseekers. Our actions are completely driven by our own set of values, beliefs and sense of identity. Therefore, shared purposes and principles of people in teams motivates individuals to work together in organizations.

Seventh Circle – Human Experience

Some questions to inform your use of the Seventh Circle:
- Who are the people affected by the current inequity being discussed?
- What historical patterns (around race, class, language, etc.) may be informing the dynamics of this context?
- Who has power here? What is power based on here? Who is at the table?
- How are oppression, internalized oppression, and transferred oppression playing out right here, right now? (In this school, in this group, in this organization, in this district?)
- How safe is it here for different people to share their truth?
- What are the potential **unintended consequences** of our proposed solutions/actions? Do the proposed solutions ignore or worsen existing disparities for the group in which we are focused?