College Council Minutes
Thursday, October 4, 2007

Present: Bob Silverman, Gary Menser, Robert Sewell, Jeffrey Holmes, Cindy Wilson, Mike Smith, Marion Boenheim, Bill Greulich, Ron Fields, Marianne Tortorici, Margaret Kagy (substituting for Arlene Greene), Heena Mehra, Bruce Baron, Sharon Wright (Guest), Lael Willingham (Guest), Suzie Selby (recorder).

Absent: Ginnie Moran, Don Peavy

1) Minutes
   The minutes for September 27, 2007 were approved as submitted.

2) Board Policy 1201 - Shared Governance
   First reading will be presented to the Board on October 9, 2007.

3) Board Policy 1202 - Institutional Effectiveness
   First reading will be presented to the Board on October 9, 2007.

4) Board Policy 3250 - Revised Institutional Planning
   First reading will be presented to the Board on October 9, 2007.

5) Reorganization
   A. Part I – General
      Dr. Silverman reported that the Reorganization Committee had met to discuss what needed to be done to our overall organization structure.

   B. Part II – Department Organization
      In the Reorganization meeting, Lori Kildal presented an organizational structure called The Web of Inclusion, which is a model written by Helgesen. The structure is modeled more like a web than a hierarchy, there are no layers. The organization structure is built like a web from the center out, the development is a never-ending process. The CEO/President is in the center/middle and the employee’s circle around the CEO/President, although it was suggested that the students be at the center of our organization.

      Web of Inclusions:
      o Opens up communication to share information faster and more effectively.
      o Continual state of adaptation (new set of ideas and objectives).
      o Gets rid of all titles, no layers (traditional tier).
      o Empowerment (all participants share directly in the responsibilities and rewards).
      o Flexible response of changing (trying various approaches to discover what works and doesn’t).
Additional comments were discussed such as communication on campus, people taking responsibility, and knowing what is really needed in our organization.

The committee discussed the possibilities of this structure and will continue to research the concept.

6) **Response to Accreditation**
   A report of our overall progress to date needs to be submitted to the accreditation committee.

7) **Committees**
   No report at this time.

8) **Take a week off**
   Dr. Silverman scheduled the next meeting in two weeks to allow committee members time to consolidate their work and submit any final comments before the policies goes to the Board for final approval.

9) **Other**
   Meeting was adjourned at 3:00 p.m. The next College Council meeting is scheduled for Thursday, October 18, 2007 at 2:00 p.m.