

03/11/2025

Administrative Council: Town Hall

Quick Reminders:

- Admin Council's Winter Report



- 3/12: Lafayette Shop Local Day
 - \$10 gift card for first 50 registrants



Agenda

- 1 Admin Council Mission, Vision, Values
- 2 Goals & Expectations for Group Discussion
- 3 Shared Governance Introduction
- 4 Shared Governance Discussions
- 5 Poll
- 6 Questions or other staff/admin concerns?

AC Mission & Vision

Vision

Employees will regard Lafayette College as a great place to work.

Mission

The Administrative Council is dedicated to improving the experience of staff and administrators at Lafayette College. On an ongoing basis, the Council identifies specific conditions for enhancement, sets measurable goals, and works collaboratively with involved parties to achieve them. This process is driven by feedback from staff and administrators and any relevant data available.

AC Values

Courageous Advocacy

We aim to improve every Lafayette employee's experience by bringing topics of concern to senior leadership with resolve and honesty.

Integrity in Action

We take accountability for our actions, follow through on our promises, and bring attention to campus grievances with respectful candor.

Intentional Community

We recognize that each employee is more than their job title and we see value in investing our time and energy to build relationships and networks.

Growth Mindset

We set and tackle our goals with optimism, assess challenges to our campus culture with curiosity, and imagine a future where all Lafayette community members experience both individual and collective growth during their time on campus.

Responsible Transparency

We are committed to creating open and secure channels for communication that allow for timely information-sharing.

Goals & Expectations

1 Engaging in respectful discourse

The intention is for this to be a “Brave Space”

2 Difference of opinion is encouraged

A unanimous decision is not the goal

3 Have an open mind and dream big

“Yes and...” Assume challenges or obstacles can be overcome

4 We are collaborators, not competitors

This is not *Faculty v. Staff v. Senior Leadership*

5 This is a starting point, not the finish line

Potential outcome of this discussion: A memo to relevant stakeholders to request the creation of a working group about more inclusive shared governance

Shared Governance Introduction

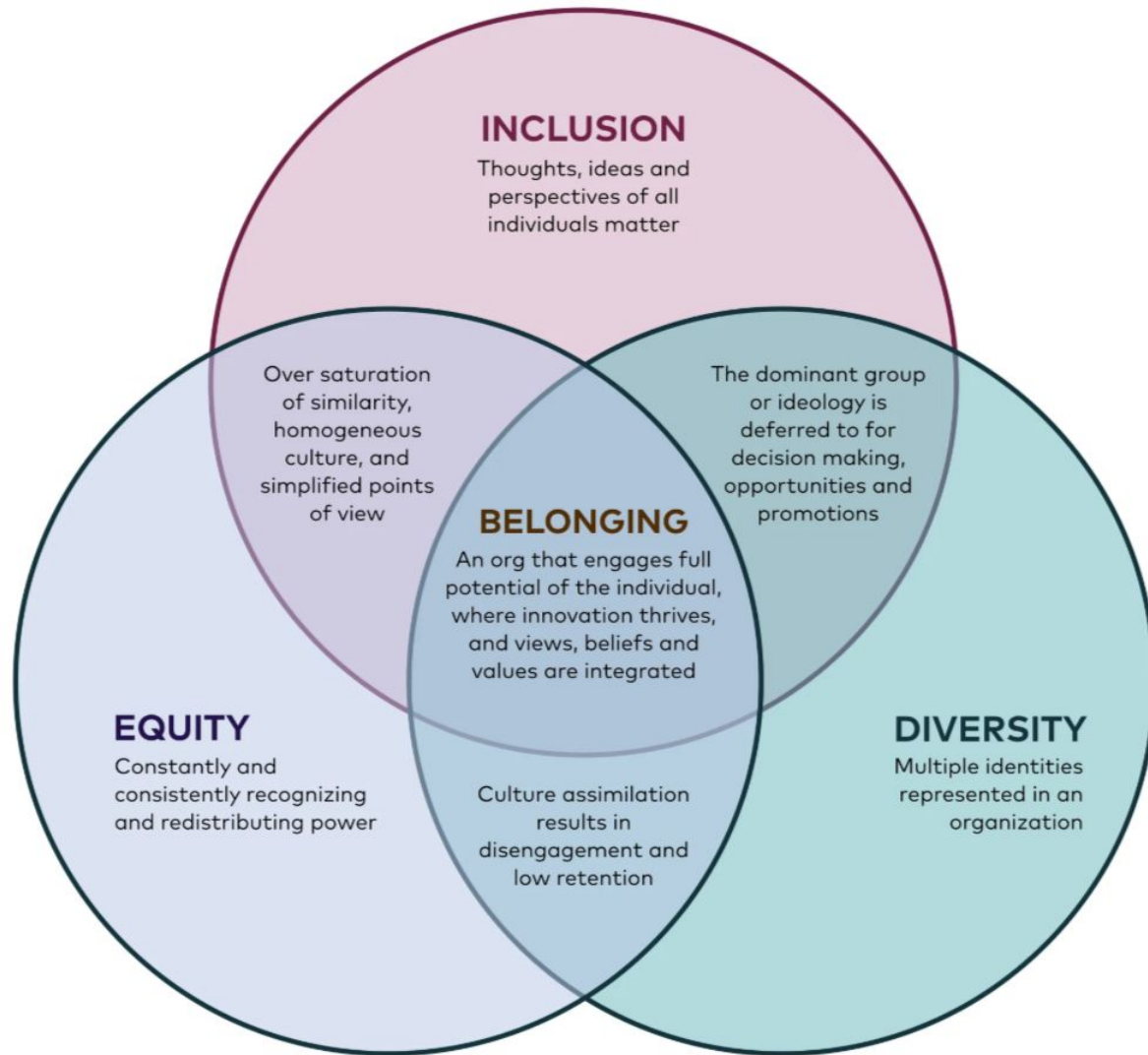
Why are we having this discussion now?

- Improved and expanded staff and admin representation in shared governance has been a long-term goal of Administrative Council since its inception
- The current college climate has pushed this topic to the forefront of discussions and provides an opportunity for this to be addressed more fully and sooner than anticipated
- Currently there is no official infrastructure for a collective staff/admin voice
 - Much of current staff/admin participation in shared governance was the result of Admin Council request/advocacy
 - There is a heavy reliance on the willingness and receptivity of President Hurd's administration and senior leadership.
 - Because there is no formalized or permanent structure for staff/admin contribution to shared governance, the extent of future participation could change with a new administration.



1.1.1 Integral to the mission of Lafayette College is the concept of shared governance. Shared governance recognizes the mutual interdependence and the unique expertise of different College constituencies, including faculty, **staff, administrators**, trustees, students, and alumni. Shared governance facilitates continual conversation among multiple voices while acknowledging that **each constituency bears primary responsibility for certain decisions**. Shared governance translates the voices of these different constituencies into a single voice that speaks for the College as a whole. Under shared governance, the views of each constituency are carefully considered in a manner that is transparent, democratic, and respectful.

From the Lafayette College Faculty Handbook



George Mason University

Stockton University

University of Scranton

- Constituted 1999
- Monthly meetings
- **Exists under authority of President, Senior VP for Finance & Administration, & Provost**
- **Counsel to senior leadership and has no governing authority**
- Executive Committee Officers
- 28 seats with **constituencies divided proportionally by campus locations**
- Ex officio members from faculty senate, student government, & HR
- **Committees:** Awards & Engagement, Communications, Events
- Oath of Office for Senators
- **Projects/Initiatives:** Employee of the Month, monthly e-newsletter, commuter benefits, promotions/ discounts for staff, policy review, summer dining hours, changes to inclement weather closing procedures, serving on search committees, increased staff tuition waiver, food & toy drives

- Constituted 2022
- Monthly meetings
- Idea from Middle States self-study
- **“Advisory board to University”**
- Executive Committee Officers
- 1:20 senator to staff ratio based on annual staff census
- 20 Senators **grouped into 7 divisions**
- Ex officio members: 8 total incl. 2 vacancies. (faculty senate, student senate, unions)
- Executive Committee Officers
- **4 Groups of Employees**
 - Civil Service
 - Professional Staff
 - Police
 - Temporary (TES)
- **Standing Committees:** Constitutional Bylaws, Elections, Technology, Diversity & Inclusion, Off Campus Locations
- Task Forces: Work From Home Task Force (2022)

- Established 2010-ish
- Monthly meetings
- **Reports to Board of Trustees**
- Executive Committee Officers
- 27 Senators, 6 alternates
- **3 Senator Constituencies (no divisional grouping)**
 - Professional & Paraprofessional
 - Clerical
 - Maintenance, Trades, Technical, & University Police
- Commitment to 2 roundtable discussions per constituency per academic year
- **Committees:** Executive, Communications, Election/Membership, Finance, Social/Community, Staff Development, Staff Recognition
- **Examples of projects:** semesterly newsletters, hybrid work policy, voluntary PTO donation policy, research on day care, staff awards, creation of employee meal plan

Questions for Consideration

What is the role that staff and admin play in shared governance **as it is described in college documents**?

What is **the current practice** when it comes to the staff and administrator role in Lafayette shared governance?

What might **more substantial staff and administrator participation** in Lafayette's shared governance look like?

What **campus stakeholders** need to be involved when considering a different approach to shared governance?

What would be **the primary focus or scope of work** for staff/admin in an expanded governance structure?

How does shared governance currently function for **faculty**? What is their governance structure?

Poll:

How much change would you like to see in the current level of staff/admin participation in shared governance?

- 0: Much Less Participation
- 5: No Change
- 10: Much More Participation

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Questions or other topics?

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