What is Participatory Governance?

Participatory governance is a method of decision-making in which collegewide policies, procedures, and practices are recommended to the College's president and the Board of Trustees.

A participatory governance system promotes open and honest communication among and between the constituencies that make up the College community. It seeks to maximize agreement among constituencies and it provides mechanisms to assess its effectiveness.

The governance process creates a level of institutional engagement with:

- the Board of Trustees
- the College's president and senior leadership
- the College community

Get Involved and Learn More About Governance

Find more about governance at Montgomery College by visiting **montgomerycollege.edu/about-mc/governance** or by using the QR code below. Learn about how concerns are brought to a council, the role of each council, how concerns are addressed, and how recommendations are made.

MONTGOMERY COLLEGE

Montgomery College is an academic institution committed to promoting equal opportunity and fostering diversity among its students, faculty, and staff.
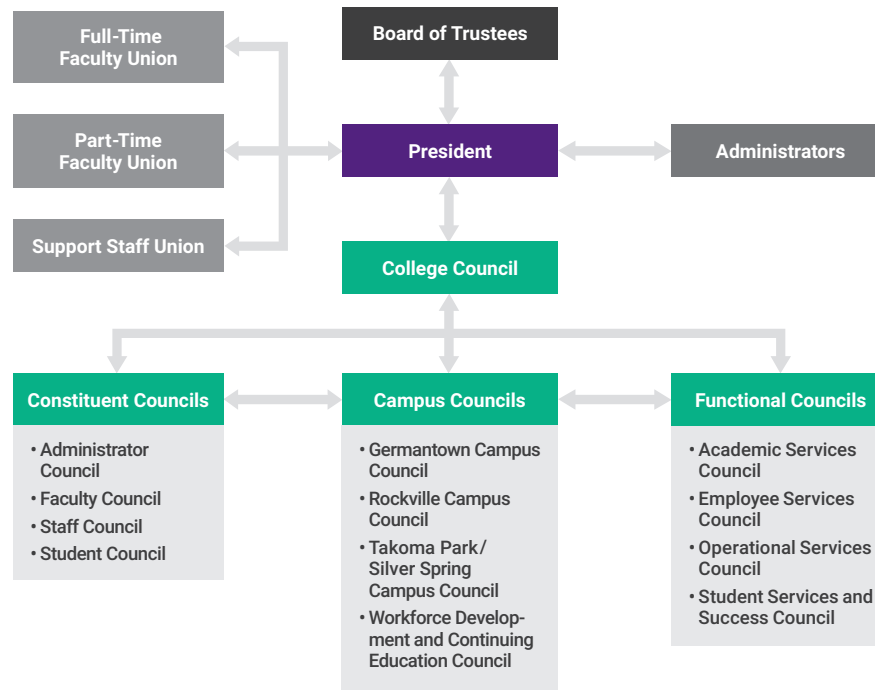
Governance at Montgomery College

Participatory Governance at a Glance

Councils for an Inclusive System

Montgomery College's participatory governance system includes four constituent councils, four campus councils, and four functional councils. Chairs from each of these councils serve as members of the overarching College Council. There are a total of 13 councils.

All councils are governed by a constitution and bylaws and hold regular meetings. There are an average of 12 to 14 members per council with each council electing its chair, vice chair, and secretary. Specific councils have a resource person. For example, all campus councils have a library and an IT representative. Council terms of service are typically two years for College employees and one year for students.

Governance councils ensure that decision-makers have the collective insight of students, faculty, staff, and/or administrators. Any council can make a recommendation and vote to move that recommendation forward to the College Council. Only recommendations voted and approved by the College Council move forward to the president for consideration.

Organizational Chart

- Full-Time Faculty Union
- Part-Time Faculty Union
- Support Staff Union
- Board of Trustees
- President
- Administrators
- College Council

Constituent Councils
- Administrator Council
- Faculty Council
- Staff Council
- Student Council

Campus Councils
- Germantown Campus Council
- Rockville Campus Council
- Takoma Park/Silver Spring Campus Council
- Workforce Development and Continuing Education Council

Functional Councils
- Academic Services Council
- Employee Services Council
- Operational Services Council
- Student Services and Success Council

Engaged Governance

More than
150
College community members appointed or elected to a council

More than
1,400
Governance nominations from the college community

More than
1,900
College community members vote during governance elections

Governance Outcomes

250
Constituency concerns addressed in the last three years

59
Recommendations approved or addressed by the College's president since 2016

Approved recommendations include offering flu shots, increasing library hours, offering student shuttle services, and increasing HR communications

79%
Percentage of surveyed employees who believe there are sufficient opportunities for governance participation
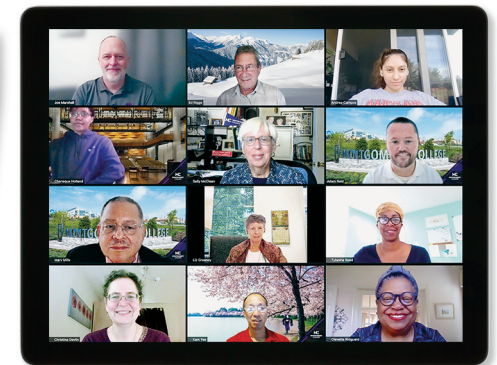
61%
Percentage of surveyed faculty who believe they are involved in decisions about the College's education programs

The Role of Governance During the Pandemic

Having an effective governance process is fundamental to handling challenges the pandemic has presented. Governance was represented on critical committees formed to meet the pandemic's challenges. The College used governance to solicit input for plans and decisions ensuring the College community's safety and to develop safe practices inside College facilities. The College's president and senior leadership communicated regularly with governance regarding openings and closures and protocols for mask wearing, vaccination, and testing.

In addition, a governance recommendation regarding policies for camera use, microphone use, and recordings in an online remote teaching and learning environment was approved and implemented by the College's president.

63%
Percentage of College employees who vote during governance elections

40%
Attendance increase at governance meetings after decision to hold all meetings virtually