

SHARED GOVERNANCE AT NHTI

Shared governance at NHTI is a transparent and inclusive decision-making process that includes faculty, staff, and students. The model embodies a process that encourages every member of the college community to contribute to the mission of the institution. An important cornerstone of the shared governance body is the distinction between a deciding body and a working group. The new model has expanded the opportunity for faculty, staff, and students to contribute and participate in the duties of a deciding body. The formal deciding bodies at NHTI include College Council and four subcommittees that fall under the College Council. The College Council and its four deciding bodies include 32 voting faculty members, 21 staff members, 8 administrators, and 1 student (Student Senate president represents the entire student body). The four deciding body subcommittees are: Student Success, Curriculum, Institutional Research, Effectiveness and Sustainability (IRES) and Assessment of Student Learning, Diversity, Equity, and Inclusion. After these committees review and approve proposals, they are sent to College Council for approval. Once these are approved, proposals are sent to the College President for the third and final approval.

The work of College Council and the four subcommittees revolve around deciding on proposals that are submitted by working groups or individuals. Any working group or individual has the opportunity to submit a proposal to one of the four deciding body subcommittees of College Council for review and approval.

The four deciding bodies are tasked with careful assessment of formal college business that includes the following: curriculum changes, assessment of student learning reports, the annual online report, academic policy changes, the diversity statement, student policy changes, grant updates, and as a rule of thumb, any substantive changes that are made to the College's Catalog and Student Handbook.

The shared governance model also includes a transparent and inclusive process for decisions that complement the work of the College Council and its four subcommittees. This complementary process works in tandem with the work of the shared governance model but allows for managerial-level decision-making that does not go through the shared governance model. While still adhering to a robust vetting process, chaired by the President and her Cabinet, decision-making is conducted by consensus in committees and is communicated with the entire campus by the President or Cabinet designee. Decisions such as convocation and graduation details, retention and enrollment initiatives, and cleaning and safety protocols may be determined by such committees and then shared with the entire college community.

This framework of shared decision-making facilitates a vibrant, supportive environment of collaboration and communication ensuring decision-making uses the cornerstone principles of partnership, equity, accountability, and ownership and is also nimble and responsive to emerging needs.