

GROSSMONT COLLEGE
Classified Senate
Friday, September 17, 2021
1:30 pm – 3:00 pm
<https://cccconfer.zoom.us/j/91078055020>

Meeting Summary

VISION: Provide classified staff a voice to participate in the initiation, development, and evaluation of all District policies and procedures that support educational programs and services for students at Grossmont College.

MISSION: Grossmont Classified Senate promotes the valuable contributions made by classified professionals in creating an environment that will lead to the greatest level of student success. The Senate encourages the exchange of ideas, understanding and, cooperation between classified staff, faculty, administrators and students, in the best interest of enriching the educational environment.

2021-2023 Classified Senate

EXECUTIVE OFFICERS	SENATORS	SENATORS
<input checked="" type="checkbox"/> Michele Martens-President	<input checked="" type="checkbox"/> Alexis Brown	<input checked="" type="checkbox"/> Joel Bakker
<input checked="" type="checkbox"/> Rochelle Weiser-Vice President	<input checked="" type="checkbox"/> Andrew Hellier	<input type="checkbox"/> Nadia Almaguer
<input checked="" type="checkbox"/> Bernadette Black-Secretary	<input checked="" type="checkbox"/> Bryan Lam	<input type="checkbox"/> Pat Murray
<input checked="" type="checkbox"/> Kirstyn Verdugo-Treasurer	<input type="checkbox"/> Dana Mints	<input checked="" type="checkbox"/> Ruth Ramirez Ruiz
<input type="checkbox"/> Cindy Emerson-Past President	<input checked="" type="checkbox"/> Danielle Feliciano	<input type="checkbox"/> Ryan Cline
	<input checked="" type="checkbox"/> Diana Barajas	<input checked="" type="checkbox"/> Shardai Zaragoza
	<input checked="" type="checkbox"/> Graylin Clavell	<input checked="" type="checkbox"/> Victoria Rodriguez
Guests: Janice Fischer Alison Haertjens Debora Curry Rachel Benson Maryam Ratsvam		

Routine Business

1. Welcome	Michele welcomed the group.
2. Public Comment	No public comments were made.
3. Additions/Deletions to Agenda	Michele added Book Study and Book Club to the agenda. Michele stated that Cindy Emerson has been busy with the AUPs, strategic planning, mission and vision statements, and accreditation, and will be stepping back a bit from Senate so she can focus on her work in the CPIE office. She noted that she was proud of Cindy for focusing on self-care. Everyone was supportive of Cindy's decision and will

	<p>welcome her back when ready. Victoria gave an overview of the CPIE office which oversees all of the planning that happens throughout the college. They might not be the ones doing the work, but they have to make sure things are getting done. CPIE helped Student Services on a survey on assessing student outcomes. CPIE is working with units on their AUPs and making sure we are doing the best we can for students and meeting accreditation standards. Victoria noted that we had AUPs last fall, but this semester we are also working on updating our mission and vision statements which is part of our strategic planning cycle. Our strategic plan as a college are goals that we set for ourselves for the next six years, and our most recent cycle will end this academic year. So we are working on our next strategic plan so that we are ready by next fall. We also have our accreditation visit in the spring.</p> <p><u>Book Study</u> Michele stated that Victoria and Cindy are co-facilitators for the Classified Senate antiracism book study and thanked them for their leadership. She noted the last meeting was very powerful and encouraged people to attend. They are starting next Wednesday with “The Sum of US: What Racism Costs Everyone and How We Can Prosper Together” and now is a good time to join. The link is provided on the agenda or members can reach out to Michele, Victoria, or Cindy.</p> <p><u>Book Club</u> Joel stated that he and Lisa lead the Classified Senate book club which is also looking for members. The theme for this year is books that turned into movies. He shared a link of books that are up for discussion and encouraged all to attend.</p>
4. Approval of 9/2/21 meeting minutes	The meeting notes from 9/2/21 were approved with four abstentions.
New Business	
5. Debrief on Governance Training	<p>Michele stated that at our last meeting, we did an overview on our new participatory governance structure at Grossmont and thanked the team for putting it together. The training started with a basic overview of the seven committees and one council, which is the apex body. There was discussion about membership categories. They also touched on the rules, tools, and roles that each committee should keep in mind, as well as the roles of committee members. People also shared that the more you participate, the more comfortable it becomes which also helps build confidence. We discussed communication and how information should flow from classified reps to Senate. Committee members are responsible for bringing details back to the Senate meeting to consult with them when decisions are being made. Classified professionals serving on a committee represents</p>

	<p>the classified as a whole. Michele added that the eBoard will be revisiting the communication plan in the future.</p> <p>Michele stated that participatory governance is always a group effort and acknowledged the fact that the process does not work unless committee reps share what they learn. She acknowledged that it can be a bit intimidating. Many people experience the imposter syndrome wherein you are doubting your abilities and feeling inadequate or unworthy in a group with administration or your supervisor. She added that if you take one thing from this training, she hoped it's the fact that classified belong on these committees.</p> <p>Michele added that there are currently two open committee positions -- one for Student Success and Equity committee and the other for the Staffing committee. If interested, please contact any one of the eBoard members.</p> <p>The work to change our governance model began in 2017. The classified professionals who were involved in this work fought hard to advocate for classified professionals having an equal number of seats on these governance committees. Bernadette noted this was a great overview from Michele adding that the governance work was huge in getting the classified professionals a voice on all committees. Shardai asked if the training was recorded. Michele will email the link to the group.</p>
6. Report out Calendar	<p>Michele stated that as a governance committee member, the rep is scheduled to give a report out at Senate meetings. She shared the calendar for the report outs as it is staggered to spread them out. This calendar will also be posted.</p>
7. Professional Development Survey	<p>Kirstyn stated that we did a survey on professional development and she shared those results with Senate. We brainstormed on previous topics and then left an option for adding other topics that may not be listed. Such topics included: DEI, antiracism, leadership, campus culture, health and wellness, work skills, cross cultural training, American educational system, trauma informed leadership, focus on mental illness, basic needs for students, teamwork, trust building, and motivational speakers. The survey also asked for how we would want to see these opportunities offered (trainings, activities, conferences, guest speakers, etc.). Another survey will go out next Monday that will go in more depth of these opportunities. She noted that the eBoard would like to proceed in trying to offer more professional development opportunities that staff want to see.</p> <p>Michele stated that in 2019, the state chancellor's office earmarked \$5M for classified professional development. These funds were split among the colleges and Grossmont ended up with \$78,001. For the last two years there have been no movement on these funds. An MOU was drafted</p>

	<p>that in order to spend these funds, CSEA and Classified Senate must work together and agree how to spend the money. Michele met with Patty Sparks (CSEA) and Katie (Cuyamaca Senate) and Patty envisioned having one blow out event. Michelle termed it as a classified professional's prom. No decisions have yet been made as we need to gather further data. Katie developed a more in-depth survey as we must guidelines from the state chancellor's Vision for Success.</p>
<p>8. Draft Vision and Mission Statements</p>	<p>Victoria displayed the results from the Vision and Mission statements feedback survey and reviewed it with the group. We have to review these statements as we begin our strategic planning for the new cycle. This started back in the spring with the planning forum. At one of the sessions, we asked those in attendance where they want to see Grossmont in 3 to 5 years and what conditions are needed. Based on those responses, the first draft of the Vision and Mission statements were created. From that, a survey was sent to the campus to get their input on which draft they liked. There were 7 questions and 169 responses. They were asked to rank the Vision statements. Most people liked the Vision to be short, student-centered, with a focus on antiracism. They were also asked to review the Mission statement and provide feedback.</p> <p>To sum up: Forty-nine percent of people were satisfied with the Mission statement. The biggest critique was that it was too long and not representative where we were as a college. People did not like the words "data driven", social justice, or other buzz words. After the first round, the CPIE office took that data back to the strategic planning committee which is a sub committee of PIEC and did a second draft from there.</p> <p>Victoria stated that we are now asking the Senate presidents to get feedback from their constituency groups. She noted that all of this is on a tight timeline. The district is putting their planning on hold as they are waiting for the colleges to do their planning first and Cuyamaca already finished in the spring. Michele stated that since she has to compile the data, she would like to send out our own survey to Senate to gather data that way, and then complete Victoria's survey with Senate's feedback as a whole. She will have this survey be sent to the Senators and those who usually attend Senate meetings. She reminded the group that we are not wordsmithing the statements but rather reviewing the content.</p> <p>Victoria also added that they looked at other college mission statements to make sure we weren't doing anything off of left field and stated that a lot of college vision statements were longer. Also, there is a certain part of the Mission statement that needs to be included in the statement as it is part of our accreditation standards.</p>

	<p>Maryam shared that when thinking about our mission and vision, the focus is on student success and wanted to acknowledge the fact that we are dropping a lot of students due to COVID. Michele acknowledged her statement. Victoria added that the Vision statement focuses on 6 years down the road. These statements are meant to be aspirational. It is something the college needs to live up to as the accrediting body will be checking on us and will be held accountable.</p>
<p>9. Committee Report outs:</p> <ul style="list-style-type: none"> • College Council • Budget Committee • Facilities Committee • Student Success and Equity Committee 	<p><u>College Council</u> Diana stated this was her first College Council meeting. There was discussion about the governance evaluation that is currently happening. They are on a strict timeline to get this evaluation done. The Council agreed that the flow of information can be improved by ensuring that each committee sets side time to go over what the reps are expected to report out and what they are expected to bring back. The Academic Senate president also asked that we take into account that the classified staff are the recorders, and suggested doing a newsletter with brief snapshots of what should be communicated out. The governance review timeline was also reviewed. There will be another meeting with committee chairs and College Council in October. This training is scheduled on October 15th and is open for all governance committees. There was also an accreditation update. Instead of waiting, they want to do annual checks on accreditation rather than wait every six years. There was also discussion on AUPs, strategic planning, and an enrollment update. We have a fill rate of 77%; for efficiency purposes, we should be at 80 to 90. They are working on a campaign for the late start classes. There were 107 students impacted due to vaccination requirements. The ASGC president shared her experience about being accidentally dropped as there was a glitch in the system. Lastly, strategic hires were submitted.</p> <p><u>Budget Committee</u> Bryan reported that they went over committee norms, talked about the budget status, and stimulus funds. The first round of stimulus funds have been used and we are looking for an extension for the second round, which includes funding for students and COVID related matters. The adopted budget was also shared which went to the Board this month. They also discussed the governance handbook review process and are currently in their survey mode on what needs to be changed and improved. Lastly, it was reported that the search is currently open for the Vice Chancellor of Business Services.</p> <p><u>Student Success and Equity Committee</u> Michele reported that the committee reviewed the draft Vision and Mission Statements, noting that the mission statement should reflect why we get out of bed and the</p>

	<p>vision is where we hope to be. Our values should outline our beliefs, and goals should convey what we should achieve. The seven core commitments should be followed by all of our governance committees. They also discussed the process for evaluating the new participatory governance process.</p> <p>Graylin added that at the August College Council, they looked at the timeline and all co-chairs were invited to a training. The next midterm check in is scheduled October 15th. The goal is to start training committee members on the new procedures by January 2022.</p>
10. Other	<p>Bernadette reminded the group that the president's collegewide form is scheduled for next Tuesday, September 21st from 3:30-5:00pm. You must register in advance to attend. Also, a link was provided on the invite to submit questions ahead of time.</p> <p>Alison shared that the LTR currently has a Latinx book display.</p>

Next Classified Senate Meeting is Friday, October 1, 2021 @ 1:30pm-3:00pm

[Visit the Classified Senate Website Here](#)

**Classified Senate Antiracist Book Study, Wednesdays at 4:00 pm
All are welcome!**

[Click for Antiracist Book Study](#)