



GROSSMONT COLLEGE
College Council
Thursday, September 28, 2023
3-5 p.m.
Griffin Gate

MEETING SUMMARY

Purpose: The College Council is the apex governance body which provides guidance and recommendations to the College President regarding institutional policies, planning, and processes in support of the college mission. It engages all college constituency groups (students, faculty, classified professionals and supervisors/administrators) and the governance system as a whole through the maintenance of clear governance practices and policies, coordination of committee work across functions, and a commitment to continuous improvement and consensus building. The constituent-based representatives of the council serve the college by maintaining a broad, college-wide, and student-centered view of the needs of the institution – both in the weighing of the input from its committees and in bringing forward items for consideration and discussion. In all matters within its purview, it will maintain a focus on the goal of equitable outcomes for all students as a key value informing decision-making.

CONVENER	ASSOCIATED STUDENTS OF GROSSMONT COLLEGE (ASGC)	ADVISORY
<input type="checkbox"/> <i>Denise Whisenhunt, President</i> <input checked="" type="checkbox"/> <i>Proxy: Marsha Gable, VPSS</i>	<input checked="" type="checkbox"/> Cesar Nunez	<input type="checkbox"/> <i>Colleen Parsons, CSEA</i>
	<input checked="" type="checkbox"/> Evelyn Villa	<input type="checkbox"/> <i>Julio Soto, AFT</i>
	<input checked="" type="checkbox"/> Ninwa Kasha	<input type="checkbox"/> <i>Administrators Association Rep</i>
	<input checked="" type="checkbox"/> Rooz Salih	<input checked="" type="checkbox"/> <i>Marsha Gable, VPSS</i>
		<input checked="" type="checkbox"/> <i>Agustin Albarran, Int. VPAA</i>
		<input type="checkbox"/> <i>VPAS (vacant)</i>
		<input type="checkbox"/> <i>Joan Ahrens, Sr. Dean, CPIE</i>
		<input type="checkbox"/> <i>Ernesto Rivera, Director of College and Community Relations</i>

ACADEMIC SENATE	CLASSIFIED SENATE	ADMINISTRATORS' ASSOCIATION
<input checked="" type="checkbox"/> Pearl Lopez	<input checked="" type="checkbox"/> Elaine Adlam	<input type="checkbox"/> Courtney Willis
<input checked="" type="checkbox"/> Carmina Caballes	<input checked="" type="checkbox"/> Diana Barajas	<input checked="" type="checkbox"/> <i>Proxy: Sara Varghese</i>
<input checked="" type="checkbox"/> Jeff Waller	<input checked="" type="checkbox"/> Jayden Logan	<input type="checkbox"/> Loren Holmquist
<input checked="" type="checkbox"/> June Yang	<input checked="" type="checkbox"/> Michele Martens	<input checked="" type="checkbox"/> Nancy Saks
		<input type="checkbox"/> Wayne Branker

RECORDER
<input checked="" type="checkbox"/> <i>Bernadette Black</i>
<i>*Italicized = Non-voting</i>

ROUTINE BUSINESS	
1. Welcome	As the proxy convener, Marsha Gable welcomed everyone to the meeting.
2. Establish Quorum (50%+1 of voting members)	Quorum was established.
3. Additions/Deletions to Agenda	No additions were made at this time.
4. Approve Meeting Notes (8/24/23)	A motion was made by Jeff Waller to approve the 8/24/23 meeting notes. Pearl second that motion. The 8/24/23 meeting notes were approved by the Council.
5. Public Comment (5 min)	<p>Niko Crumpton asked College Council to approve the request to raise the Pride flag for their National Coming Out event on October 11th. Although a request for the Pride flag was submitted this past summer, all flag requests must be submitted through the process regardless of earlier requests. Initially, flag requests come to College Council and reps are supposed to take those requests and share with the constituent groups for feedback. It is then brought back to College Council for final review. After the final review, it goes to the President for consideration followed by Chancellor's Cabinet. This will be added to today's Council agenda for further discussion.</p> <p>Jeff Waller inquired why enrollment management does not report to College Council as a standing item. Also, a concern was shared about the math department not being included in the decision-making process to end intermediate algebra courses but rather were informed of this decision. Also, the math department is frustrated with the lack of access to data as they have been told directly that they were given enough data and to stop asking for it. Programmatic changes are being made without looking at data. Agustin encouraged the math department to reach out to CPIE. Marsha will share these concerns with the president to determine next course of action. Cesar invited Jeff Waller to their ASGC Board meeting tomorrow to give an update.</p> <p>Cesar Nunez inquired about why students do not receive the Griffin Weekly email.</p>

DISCUSSION OF PRIOR AGENDA ITEMS / OLD BUSINESS	
1. Governance Handbook update	Tate noted that the college has been engaged in the last year on governance. This also coincides with our IEPI grant we received to improve operational excellence as within this grant was funding for governance refresh work. A group of all constituent groups participated in an all-day retreat to look at the pain points, understand where we had good information, and what needed improvement in our governance handbook. As part of this retreat came some changes to the handbook and one in particular, was the convener for College Council. It was recommended that the president be the convener as they felt the president should hear the conversations that occur when making a recommendation. It also provides consistency in leadership for the Council rather than rotating between vice presidents. The second major change was the addition of a page that offers guidance on what matters/topics are governance and what matters/topics are operational. It was added that Joan Ahrens went to Academic Senate with the recommended changes along with adding the standards to the governance handbook, and there were no concerns from Academic Senate.
2. Governing Training Update	At the retreat, one of the areas of focus that was identified was regular governance training. The first training session was held for the governance co-chairs and approximately 24 people attended. It was a two-hour training on effective participation, communication, and information was provided on note taking and posting minutes on the website. It was recommended that future trainings be 3 hours as they ran out of time. Future trainings will be administered by College Council.
CONSTITUENCY AND COMMITTEE REPORTS (2 minutes maximum)	
1. Constituency Updates ASGC, Academic Senate, Classified Senate, Administrators Association	<p>ASGC: Cesar reported the CNSA Club inquired about extending library hours. CNSA also inquired about food vendor options on their side of the campus as it takes time to walk across campus. ASGC would like to connect with the new food vendor to discuss options. ASGC is planning an event for Dia De Las Muertos. They are also planning a Fall Festival on October 25th in the main quad.</p> <p>Academic Senate: They are planning for their next Plenary session in November. The Senate officers will meet to discuss resolutions that they want to bring to the state conference. The Senate officers have been in conversation with Bonnie Ripley to collaborate more on enrollment strategies. The Senate also received an update from the Budget committee about the three-year budget plan. There has also be discussions on security cameras around campus. The Academic Senate is concerned about the impact it may have on our students of color. There were no concerns about using cameras to film sports since this is for educational purposes. There will be further discussions about security cameras.</p> <p>Classified Senate: The Senate eBoard met with Cuyamaca’s eBoard for the first time. Both eBoards will meet every month. We will also have joint Senate meetings with Cuyamaca as well. Senate is also in negotiations on getting release time. Senate eBoard is planning a new classified employee orientation on October 5th. They will also be hosting student popup events in October. Further, they will have a Senate retreat at the end of October, thank you grams in November, and a silent auction to help fundraise for their trust fund. There will be a call out soon for donations.</p> <p>Administrators Association: Their contract was just approved.</p>

2. Budget Committee (BC)	Chris Yatooma stated the PowerPoint was shared on the 23/24 adopted budget. Also presented was the three-year budget plan which showed revenue goals on retention and enrollment over the next three fiscal years. The reps were asked to take this plan to their groups for feedback and to come next month for further discussion.
3. Facilities Committee (FC)	Nancy Saks stated they met in September and are prepared to prioritize and review the AUPs and facilities planning requests and to send their recommendations to College Council.
4. Planning and Institutional Effectiveness Committee (PIEC)	Niko stated they talked about AUPs and there were concerns about some offices in student services not having time to review data and make informed decisions. They also reviewed AP3060. There was also discussion about accreditation and the new standards.
5. Professional Development Committee (PDC)	Graylin reported they reviewed the norms and governance handbook. The reps were to share out the funding applications for professional development (\$500) which is also on the website, along with the decision making process. It was asked if there was discussion about increasing this amount. Graylin responded that there was discussion about increasing it to \$700, however it would serve less people so it was agreed to move forward with \$500.
6. Staffing Committee (SC)	Graylin reported they reviewed the norms and governance handbook. Dr. Ahrens gave a summary of the AUP process. They also broke out into groups to work on the draft Staffing plan.
7. Classified Staffing Prioritization Committee (CSPC)	The committee has not yet met.
8. Faculty Staffing Prioritization Committee (FSPC)	The committee has not yet met.
9. Student Success & Equity Committee (SSEC)	Karolia Macias reported their focus is on equity minded professional development for classified and faculty. The Virtual Grossmont Learning Center (formerly known as the Teaching Learning Center) is a priority. They will also be launching the Faculty Equity Innovation Institute. They will be receiving student equity plan data from the state chancellor's office at their next meeting. The Student Equity group is an operational committee so they are inviting different departments around campus to see how they can align efforts around their goals. Further, it was noted that this is the first semester since the pandemic that students are being dismissed.
10. Technology Committee (TC)	No report.
11. Accreditation Steering Committee	Pearl reported that Denise Schulmeyer is the faculty co-chair. Denise and Joan will be attending Senate on Monday to have a conversation on what's to come in regards to accreditation as they want to start forming groups to lead the different standards. Tomorrow is the virtual Accreditation Institute.

NEW BUSINESS	
1. Flag proposal request	Niko stated that Pride was celebrated during the summer therefore missing students in the fall and spring. There is an opportunity to celebrate them during National Coming Out day on October 11 th and this request is to hang the Pride flag in the main quad for this event. This is in collaboration with Latinx Alliance, API, and the SOGI club.

FOR CONSENSUS *	
<i>* On College Council, consensus is reached when at least three-fourths (75%) of voting members present are in agreement, and if there are no more than two members from any one constituency who disagree, then</i>	
1. Governance Handbook	Pearl Lopez motioned to approve the handbook. Jeff Waller second the motion. The Council unanimously approved the governance handbook.
2. Pride Flag Proposal Request	Jeff Waller motioned to approve moving this forward for constituent’s review; Pearl second that motion. The Council approved for members to bring this back to their groups for review and approval. The deadline to submit their feedback is by noon on October 3 rd so it can be taken to Chancellor’s Cabinet on October 4 th .

INFORMATION AND DISCUSSION	
1. Strategic Hires (informational only) <ul style="list-style-type: none"> • Tutoring Center Specialist (CL-00116) • Director of Financial Aid (MG-00002) • Student Success Liaison (CL-00671) • Student Success Liaison (CL-00672) • Administrative Assistant III/AHN (Z-00011780) • Student Services Specialist (Z-00003766) • Financial Aid Supervisor (SU-00032) • Financial Aid Advisor (CL-00421) • Student Services Specialist/Outreach (Z-00006500) • SSSP Program Specialist (CL-00664) • General Maintenance Worker Sr – HVAC (CL-00129) 	These strategic hires are moving forward and were presented here for informational purposes.

FOLLOW-UP		
Who	Item	Timeline
Marsha Gable	Share with the president the concerns that were expressed during public comment, which included enrollment management, the cancellation of intermediate algebra, and students receiving the Griffin Weekly.	
All Constituent Groups	Reps will take the flag proposal request to their groups for feedback.	Due by noon on Tuesday, October 3 rd .

Participatory Governance:

[College Council Website](#)

NEXT MEETING: October 26, 2023 @ 3:00-5:00PM, Griffin Gate

Committees are to establish norms

In order to create valued outcomes, a commitment to participation, dialogue, and the pursuit of value in the form of useful output by all is necessary. It is acknowledged that there are power dynamics in a room. Work must be done to create the equitable and inclusive environment sought for effective and active participation. To do so, council/committee members will establish behavioral norms that include the following meeting rules of engagement, make use of meeting tools, and respect the roles of each member.

Engagement Norms

In participatory government, a high level of collegiality, respect, and civility is expected. Those expectations include the following rules:

1. Free flow of conversation and raising hands when needed.
2. Thumbs up/Thumbs down/Thumbs sideways to convey individual council members vote toward action items.
3. Parking lot for ideas and possible future action items.
4. Summarize talking points with similar language for constituency representatives to take back to their respected constituency and taking the last 5 minutes of the meeting to do this.
5. Estimated times for each agenda item is up to the Convener of the council.
6. No rank in the room, but those that wish can use salutations.
7. Please keep dialogue respectful.
8. Reminder – body language.
9. Once a semester we have a social gathering.
10. Starting and Ending the meeting on time.
11. Respect each other.
12. Repeating what was voted on after the vote.
13. Education/background from other committees to make appropriate decisions.
14. Use of technology/cell phones is only in an emergency, and to be mindful and professional of the meeting.
15. Norms will be revisited once a semester for now.

Virtual Norms (Established April 2020):

1. Consensus / voting: (a) state item for vote in the chat, (b) record votes in chat grouped by constituencies.
2. Use the raise hand feature in the participant window when you wish to speak.
3. Mute microphone when not speaking.
4. Record the meetings for note taker to use as needed.
5. Consider ways for guests to observe (i.e. use “Registration” feature for meetings. Keep the chat area reserved for voting and advisory members.