



GROSSMONT COLLEGE
College Council
Thursday, February 26, 2026
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 checked="" type="checkbox"/> <i>Pam Luster, Interim President</i>	<input checked="" type="checkbox"/> Lu Tri Vi Huynh	<input type="checkbox"/> <i>Colleen Moreno, CSEA</i> <input type="checkbox"/> <i>Proxy: Julie Bennett, CSEA</i>
	<input checked="" type="checkbox"/> Joel Sanchez	<input type="checkbox"/> <i>Julio Soto, AFT</i>
	<input checked="" type="checkbox"/> Nathaniel Harris	<input type="checkbox"/> <i>TBD, Administrators Association Rep</i>
	<input checked="" type="checkbox"/> Eric Anzures	<input checked="" type="checkbox"/> <i>Courtney Willis, Int. VPSS</i>
		<input checked="" type="checkbox"/> <i>Joan Ahrens, Int. VPAA</i>
		<input checked="" type="checkbox"/> <i>Meya Alomar, VPAS</i>
		<input type="checkbox"/> <i>Tate Hurvitz, Int. Sr. Dean, CPIE</i> <input checked="" type="checkbox"/> <i>Ernesto Rivera, Director of College and Community Relations</i>

ACADEMIC SENATE	CLASSIFIED SENATE	ADMINISTRATORS' ASSOCIATION
<input checked="" type="checkbox"/> Sharon Sampson	<input type="checkbox"/> Andrew Hellier <input checked="" type="checkbox"/> Proxy: Janice Fischer	<input type="checkbox"/> TBD
<input checked="" type="checkbox"/> Richard Unis	<input checked="" type="checkbox"/> Bryan Lam	<input checked="" type="checkbox"/> Sara Varghese
<input checked="" type="checkbox"/> Jeff Waller	<input checked="" type="checkbox"/> Brandi Tonne	<input checked="" type="checkbox"/> Nancy Saks
<input checked="" type="checkbox"/> June Yang	<input checked="" type="checkbox"/> Michele Martens	<input checked="" type="checkbox"/> Javier Ayala

RECORDER	GUESTS
<input type="checkbox"/> <i>Bernadette Black</i>	Loren Holmquist, Niko Crumpton
<i>*Italicized = Non-voting</i>	

ROUTINE BUSINESS	
1. Welcome	<p>Pam welcomed everyone to the meeting.</p> <p>Announcements: Accreditation is underway. March 10th is the ACCJC Zoom open forum which is an introduction and explanation of the new accreditation process. ACCJC has also requested additional evidence.</p> <p>Dr. Fountain’s last day is tomorrow as she will be going to the College of the Desert.</p> <p>Pam congratulated Sara Varghese, Brandy Wisdom, Student Affairs, and the student crew for the reopening of basic needs in Gizmo’s kitchen. They will be invited to College Council in March to be acknowledged.</p> <p>It is time to nominate a classified for the State Chancellor’s Classified of the Year award. A message will be going out to the campus for nominations, which are due March 5th.</p> <p>Pam noted her D3 message will go out to the campus on Monday.</p>
2. Establish Quorum (50%+1 of voting members)	Quorum was established.
3. Additions/Deletions to Agenda	No additions or deletions.
4. Approve Meeting Notes (12/4/25)	<p>Motion to approve: Jeff Waller Second: Vi Huynh Meeting notes were approved.</p>
5. Public Comment (3 min max per comment)	Michele asked if there was a timeline for the VPAA position; however, there is not one at this this time.

FOR CONSENSUS *	
<p><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 consensus to move recommendation forward to President is reached.</i></p>	
1. Staffing Committee Recommendation	<p>Meya Alomar / Joan Ahrens</p> <p>Joan stated when she was CPIE dean, one of her responsibilities was to facilitate the evaluation and assessment of our governance processes. She attended various meetings, conducted surveys, and organized summer retreats focused on improving our governance structure. As part of our last IEPI grant, we had consultants come in and help us improve our governance processes, specifically communication processes. For the last three years, the Staffing committee has had difficulty in meeting quorum. One of the responsibilities in the handbook is to create a 10-year Staffing plan. This requires resources from the state which we do not have; therefore, making it difficult to create a plan. Lastly, if you look at the other prioritization committees, there’s no overarching committee that reviews their prioritization lists before the prioritization lists are presented to College Council. Therefore, the Staffing committee has voted via email to recommend that we follow the same structure/process used by the other prioritization committees (meaning not having an intermediary committee to review), and based on the history of not meeting quorum, dissolve the overarching Staffing Committee. That recommendation is brought here for a vote.</p>

<p>1. Staffing Committee Recommendation</p>	<p>There was further discussion about this recommendation, and it was emphasized that there be clear communication. Joan responded that she has been invited to an upcoming Chairs and Coordinators meeting and Senate as well. Pam reminded the members that they can also share out the meeting notes.</p> <p>There was an inquiry about who would absorb the responsibilities from the Staffing Committee – would it fall on the prioritization committees? It was reminded that the primary thing the Staffing committee did was interrogate the prioritization process by reviewing the rubric and ensuring the process was conducted fairly before recommending the prioritized lists be forwarded to College Council. Joan noted that we are starting a new strategic planning cycle and perhaps staffing goals can be included as part of the new strategic plan. It was also recommended referring the Staffing responsibilities back to PIEC and having that group consider how it might embed goals in other relevant processes (program review, AUP, etc.).</p> <p>Motion to approve: Michele Martens Second: Jeff Waller</p> <p>With one abstention, College Council accepted the recommendation to dissolve the Staffing Committee.</p>
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NEW BUSINESS	
<p>1. Enrollment Trends</p>	<p>On behalf of Tate Hurvitz, Joan presented data on enrollment by modality and reviewed it with the group. The data compared like semesters (fall vs fall and spring vs spring) for online and on campus sections. In the past three fall semesters, the percentage of online sections decreased while the percentage of on campus sections increased. The fill rates have remained almost identical between the modalities. The past three springs semesters had seen a steady offering of online sections; however, fill rates trend lower in on campus offerings and possible reasons were provided. June asked if this addressing a dilemma and Pam noted that she had asked Tate to bring enrollment trends to College Council for awareness. Her goal is to bring more discussions on enrollment to College Council.</p> <p>It was asked if they plan to do an end of year comparison, and looking at data after the last day to drop. This data that was shared included those students enrolled at census. Jeff shared a concern and asked if this data is being used to make changes. It was emphasized that this was shared today for informational purposes. Bryan inquired about getting data on what divisions are mostly online vs in person. It was noted that there will be more discussion on enrollment data at the planning forum.</p> <p>Brandi asked if there was an update on block scheduling. Pam responded that for fall 2026, we have adopted a new block schedule so we should see the impacts. In terms of enrollment strategies, Joan noted that the enrollment strategies committee felt that meeting once a month was not adequate and are looking at restructuring to meet more often. They are looking at data and making plans to implement. Richard inquired about shortening the duration of courses. The student reps shared that they preferred the longer courses as it gave them more time; short courses felt too fast.</p>

NEW BUSINESS

1. [Enrollment Trends](#)

Joan shared enrollment data she received from the District, which included data right before census, and noted our enrollment is flat. There was discussion about what early alert system we have in place as we need to think about our student's needs. June added that there are a lot of things teachers can do in the classroom to help students. Joan added that they are looking into a new initiative from the RP Group and Centers for Excellence that focuses on the adult learner.

As there was further discussion on data, Joan stated that the CPIE website and district RPIE office's website has dashboards available that can be disaggregated. It was suggested that Tate come to a meeting to provide a tour of the available dashboards.

INFORMATION

1. Strategic Hires:

- [General Maintenance Worker Sr. \(CL-00015\)](#)
- [Custodian \(CL-00058\)](#)
- [CDC Assistant Sr. \(IA-00052\)](#)
- [CDC Aide \(CL-00177\)](#)
- [Vice President of Student Services \(MG-00024\)](#)
- [Dean of Counseling \(MG-00017\)](#)
- [Account Clerk, Sr. \(CL-00440\)](#)
- [Photography and Digital Imaging Technician \(IA-00125\)](#)
- [Dean, ESBS \(MG-00009\)](#)
- [Dean, ALC \(MG-00041\)](#)
- [Instructional Electronics Technician Sr. \(IA-00004\)](#)
- [ESL Instructor \(IN-00152\)](#)

Theses strategic hires are being moved forward for hire.

DISCUSSION

1. [Draft Proposal on Composition of Faculty Staffing Prioritization Committee](#)

Joan shared the draft proposal on the membership composition for the faculty staffing prioritization committee and classified staffing prioritization committee, and reviewed it with council. It was brought here today as a discussion item since the Staffing committee has not been able to meet quorum needed to hold a full discussion and reach consensus. The proposal is intended to ensure there is adequate representation from all divisions for both prioritization committees. It was noted there has been discussions about this across campus. Ideally, the goal would be to have one classified on the faculty prioritization committee and one faculty on the classified staffing committee. Also, the classified staffing committee should be co-chaired by the classified senate president or designee.

This was brought to College Council as a first reading and to bring it back in March for a vote. Concerns were shared by Sharon that it should come as a first read in March to allow time for constituent groups to review. It was reiterated that this recommendation has previously been discussed at governance committees and at the governance retreat last summer. Brandi encouraged moving this forward to ensure equal representation for classified since the classified staffing committee is composed heavily by faculty. Jeff asked

	<p>if the proposal included the complete list of members for the faculty staffing prioritization. It was reminded that membership composition can be found in the governance handbook as well. June suggested having equal representation of the deans on the faculty staffing committee, however, Joan noted that they did have that discussion but it was not well received and agreed to stick with two reps from administrator’s association.</p> <p>After Dr. Luster suggested the proposal be moved to an action item, Joan noted that although this was brought here today as a discussion item, it is not unusual to move an item to an action item. It was also reminded that we can vote to accept this as a first read today and then put a stop in March if there were any issues.</p> <p>After further discussion, there was a motion by Jeff, June and Sharon and a second to accept this as a first read. The proposal was approved to move forward and it will come back in March for a vote.</p>
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CONSTITUENCY AND COMMITTEE REPORTS (2 minutes maximum)	
<p>1. Constituency Updates: ASGC, Academic Senate, Classified Senate, Administrators Association</p>	<p>ASGC: ASGC opened the spring semester with a joint retreat with Cuyamaca College student government, approved a \$20,000 budget for a new mascot, and forwarded two resolutions to the Student Senate for California Community Colleges: one on AB 1705 remediation funding and one on basic needs emergency funding. The Gizmo Kitchen opened successfully. The Mental Health and Wellness Center is currently operating at a \$200,000 deficit, placing future services at risk.</p> <p>On club finance, the departure of the former account technician created a critical operational gap. Approved grants are stalling, benefit stickers cannot be produced on campus, and a club fundraised outside approved channels. Administration and ASGC need to meet to resolve these procedures.</p> <p>Academic Senate: Sharon reported they are looking for faculty volunteers to serve on the Burden Free taskforce and Public Safety taskforce. The public safety taskforce will be working on best practices and provide guidelines. The faculty protocol was voted on at Academic Senate and they want to formally request to move this forward. Pam suggested sitting with Sharon to review the proposal. June acknowledged it’s Black History Month and they are showing the movie, Sinners, tonight, and the students are putting on game night.</p> <p>Classified Senate: Janice reported they are working on improving communication with classified professionals across campus. They are also looking at nominations for the statewide classified employee of the year award.</p> <p>Administrators Association: Nancy reported that a side letter is currently being voted on as their contract expires in June. There are several leadership positions open in admin association.</p>
<p>2. Budget Committee (BC)</p>	<p>Meya reported they reviewed the augmentation requests and went through rankings. She will bring those rankings to President’s Cabinet</p>

	before bringing to College Council as a recommendation. Loren provided an update on the bookends of the mid50s.
3. Facilities Committee (FC)	Loren reported they worked on the prioritization list which still needs to go to Cabinet.
4. Planning and Institutional Effectiveness Committee (PIEC)	No report.
5. Professional Development Committee (PDC)	Ernesto reported they had discussions on the recommendation from the President to go out for an IEPI grant to help create an infrastructure for professional development broadly across campus. The committee agreed to move forward with this effort.
6. Staffing Committee (SC)	Discussed earlier.
7. Classified Staffing Prioritization Committee (CSPC)	Courtney reported they met February 23 rd and reviewed the rubric. They did a call out for an admin association rep. Bernadette Black is serving as the new co-chair.
8. Faculty Staffing Prioritization Committee (FSPC)	Discussed earlier.
9. Student Success & Equity Committee (SSEC)	No report.
10. Technology Committee (TC)	Niko reported they began the prioritization process and invited applicants in to provide additional information, following by ranking. He added that technology costs have been increasing.
11. Accreditation Steering Committee	

FOLLOW-UP

Who	Item	Timeline
All members	Review proposal from faculty staffing and classified staffing prioritization committees with constituent groups and come back next meeting with feedback.	By Next Meeting

Participatory Governance:

[College Council Website](#)

[Governance Handbook](#)

[College Council Recommendation Form](#)

NEXT MEETING: March 26, 2026 @ 3:00PM, 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.