



GROSSMONT COLLEGE  
Staffing Committee

16 April 2020 | 3:00 p.m. – 4:30 p.m.

Zoom Meeting

**AGENDA**

**Purpose:** The Staffing Committee is responsible for drafting Grossmont College’s multi-year Staffing Plan based on Educational Master Plan and Strategic Plan goals, and for monitoring the implementation of Staffing Plan to promote employment equity and diversity consistent with the college’s mission, vision and values. The Grossmont College Staffing Committee is responsible for prioritization of faculty and classified staffing requests from annual unit plans.

CO-CHAIRS	ASSOCIATED STUDENTS OF GROSSMONT COLLEGE	ADVISORY
<input type="checkbox"/> Mike Reese	<input type="checkbox"/> Jazlyn Gomez	<input type="checkbox"/> Catherine Webb
<input type="checkbox"/> Marion de Koning	<input type="checkbox"/> Zheming Tang	<input type="checkbox"/> Lida Rafia
	<input type="checkbox"/> Eric Shults	

ACADEMIC SENATE	CLASSIFIED SENATE	ADMINISTRATORS’ ASSOCIATION
<input type="checkbox"/> Janette Diaz	<input type="checkbox"/> Caroline Althaus	<input type="checkbox"/> Barbara Gallego
<input type="checkbox"/> Evan Wirig	<input type="checkbox"/> Bryan Lam	<input type="checkbox"/> Sara Varghese
<input type="checkbox"/> Marion de Koning	<input type="checkbox"/> Vacant	<input type="checkbox"/> Cary Willard

EX OFFICIO	RECORDER	MEMBERS from CSPC and/or FSPC
<input type="checkbox"/> Bill McGreevy (VPAS)	<input type="checkbox"/> Krista Ames-Cook	<input type="checkbox"/>
<input type="checkbox"/> Aaron Starck (VPSS)	GUESTS	<input type="checkbox"/>
<input type="checkbox"/> Brodney (John) Fitzgerald (FSPC)	<input type="checkbox"/> Nabil Abu-Ghazaleh	<input type="checkbox"/>
<input type="checkbox"/> Luma Shamon (CSPC)		<input type="checkbox"/>

ROUTINE BUSINESS	
1. Welcome and Introductions	
2. Establish Virtual Norms	
3. Establish Quorum (50% + 1)	
4. Public Comments	
5. Additions/Deletions to Agenda	
6. Approve Meeting Summary & Follow-up	<a href="#">February 20, 2020 Meeting Summary</a>

REPORTS	
President’s Report (Nabil)	
Classified Staffing Prioritization Comm. (CSPC)	
Faculty Staffing Prioritization Comm. (FSPC)	
Other:	

DISCUSSION ON PREVIOUS AGENDA ITEMS	
1. <b>Staffing Glossary</b>	Review draft staffing glossary (Attachment)
2.	

NEW BUSINESS	
1. <b>District fiscal state</b>	
2. <b>Current status of hiring</b>	
3. <b>Summer, fall, next spring</b>	
4. <b>Emergency/temporary DE blanket addendum</b>	
5. <b>Support for faculty</b>	
6. <b>Support for students</b>	
7. <b>Staffing Plan</b>	<p>Attachments</p> <p>Article: "Drafting a Staffing Plan"</p> <p>Plans from 5 Colleges: Riverside, Barstow, Berkeley, Compton, Mt. San Jacinto</p>
8. <b>Next meeting</b>	

FOR CONSENSUS *	
* Consensus is reached when at least 75% of voting members present are in agreement on a decision (Gov. Handbook pg. 10).	

FOLLOW-UP		
Who	Item	Timeline
All committee members	Review the Governance Handbook (Staffing, FSPC, and CSPC) and send your input, philosophy, and feedback to Mike and Marion (copy Krista).	<a href="#">Link to Governance Handbook</a> Send by: Tuesday, May 19, 2020

<p><b>WORK AHEAD</b></p> <ul style="list-style-type: none"> <li>• Announcements</li> <li>• Preparations for future meetings</li> </ul>
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<p><b>NEXT SCHEDULED MEETING:</b>    Thursday, May 21, 2020    3:00 – 4:30 p.m. Zoom Meeting</p>
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CONCLUSION
Meeting adjourned at _____ p.m.

### ***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.

#### ***Rules of Engagement***

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

- There is no rank in the room when at the committee table. All participants are treated as peers, both between constituencies and within constituencies.
- Speakers will be heard one at a time and without interruption. Participants will allow for moments of silence for thought and other viewpoints. In consideration of hearing all feedback, members should be mindful of how often and how long they speak. Equity in consensus building means including diverse perspectives at all levels of the organization.
- Members will be engaged and contribute, and challenge ideas, not people. All meeting attendees will be respectful/civil in their comments, responses, and body language.
- Members will listen to others, and seek to focus on the merits of what is being said, while making a good faith effort to understand the concerns of others. Council/committee members are encouraged to ask questions of clarification.
- Each person reserves the right to disagree with any proposal and accepts responsibility for offering alternatives that accommodate individual interests and the interests of others.
- All members should be mindful of the language used in discussions, including use of "I" statements instead of "they" attributions to relate anecdotal evidence or experiences. Members are encouraged to use an asset-minded approach that focuses on what works and how something can be done. This is in contrast to a deficit-minded approach that focuses on the negative and why an initiative, idea, or project can't get done.
- All council/committee members will be aware of the purpose and responsibility of their committees. When issues arise in discussion that are not supported by the committee's charge, the chair will identify the proper council, committee, or constituency group leadership for review, and forward the issue for consideration.
- Once consensus is reached after deliberation, council/committee members will support the group's recommendation.