



GROSSMONT COLLEGE
Staffing Committee

September 17, 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"/> Marsha Gable	<input type="checkbox"/> Enya Castañeda	<input type="checkbox"/> Joan Ahrens
<input type="checkbox"/> Bryan Lam	<input type="checkbox"/> King Wong	<input type="checkbox"/> Lida Rafia
	<input type="checkbox"/> Diego Osuna (Proxy)	

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

EX OFFICIO	RECORDER	MEMBERS from CSPC and/or FSPC
<input type="checkbox"/> Bill McGreevy (VPAS)	<input type="checkbox"/> Graylin Clavell	<input type="checkbox"/>
<input type="checkbox"/> Marshall Fulbright (FSPC & CSPC)	GUESTS	<input type="checkbox"/>
<input type="checkbox"/> Brodney (John) Fitzgerald (FSPC)	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Luma Shamon (CSPC)		<input type="checkbox"/>

ROUTINE BUSINESS	
1. Welcome and Introductions	
2. Establish Quorum (50% + 1)	
3. Public Comments	N/A
4. Additions/Deletions to Agenda	N/A
5. Approve Meeting Summary & Follow-up	May 21 Staffing Committee Summary August 20 Staffing Committee Summary
6. President Nabil Abu-Ghazaleh Update	

NEW BUSINESS	
1. CSPC Updated Rubric	<ul style="list-style-type: none"> • Timeline • Process/Rubric
2. FSPC plan to update rubric and align timing with CSPC	<ul style="list-style-type: none"> • Timeline • Process/Rubric
3. Timeline	

DISCUSSION ON PREVIOUS AGENDA ITEMS <i>(Time Permitting)</i>	
1. Staffing Glossary	Review draft Staffing Glossary (Attached as well)
2. Staffing Plan	Add Guiding Principles to Staffing Plan?
3. Governance Handbook	<p>Link to Governance Handbook</p> <p>Further conversation from May 21st meeting regarding Governance Handbook input, are Faculty Staffing Prioritization Committee and Classified Staffing Prioritization Committee governance or operational, and review the charge and purpose of the Staffing Committee.</p>

REPORTS	
Classified Staffing Prioritization Comm. (CSPC)	
Faculty Staffing Prioritization Comm. (FSPC)	
<u>Other:</u>	

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

WORK AHEAD
<ul style="list-style-type: none"> Review and agree on Rubrics for both FSPC & CSPC Develop Timeline

NEXT SCHEDULED MEETING: Meetings are every third Thursday from 3:00-4:30pm. Next Meeting on <u>October 15, 2020.</u>
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CONCLUSION
Meeting adjourned at

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.

Virtual Meeting Norms

At the meeting held virtually on April 16, 2020, virtual norms were discussed and established.

- Use the "raise hand" feature in Zoom participant window to avoid talking over each other.
- Mute microphone unless talking.
- For consensus items, the Recorder will type the consensus item in the chat window and voting members will enter:
 - "thumbs up" or "approve" for yes votes,
 - "thumbs down" or "do not approve" for no votes, or
 - "thumbs sideways" or "neutral".