

GROSSMONT COLLEGE

Classified Senate

Friday, July 1, 2021

1:30 – 3:00 am

<https://cccconfer.zoom.us/j/95055375170>

MEETING SUMMARY

Classified Senate Code of Ethics: The Senate recognizes its responsibility and obligation to the classified membership. It serves and is committed to conducting its business with honesty, integrity, and professionalism to achieve the established mission and vision as described in the Senate Constitution. To that end, Senate is committed to accountability and transparency.

The Senate Code of Ethics applies to all employees of the Classified Senate. Classified Senate members share the fundamental responsibility to always act with integrity and in a manner that reflects the best interests of the Grossmont College Senate and its membership. Executive Board members of the Senate shall conform their conduct to the following Standards of Ethics:

Equitable access to participatory governance for all classified employees •
Advocating for all classified employees with impartiality • Make every effort to ensure the stance taken at the site, or District wide, consensus of the majority of the Senate Executive Board • Professionalism that builds confidence and trust in both the classified leadership and classified membership that serve this District.

2019-2021 Classified Senate Roster

EXECUTIVE OFFICERS	SENATORS	SENATORS
<input checked="" type="checkbox"/> Cindy Emerson-President	<input type="checkbox"/> Bryan Lam	<input checked="" type="checkbox"/> Kirstyn Verdugo
<input checked="" type="checkbox"/> Graylin Clavell-Vice President	<input type="checkbox"/> Colleen Parsons	<input type="checkbox"/> Iliana Garcia
<input checked="" type="checkbox"/> Michele Martens-Secretary	<input type="checkbox"/> Diana Barajas	<input checked="" type="checkbox"/> Nadia Almaguer
<input checked="" type="checkbox"/> Dana Mints-Treasurer	<input checked="" type="checkbox"/> Alexis Lytle	<input checked="" type="checkbox"/> Pat Murray
	<input type="checkbox"/> Indira Saldana-Warren	<input checked="" type="checkbox"/> Rochelle Weiser
	<input checked="" type="checkbox"/> Shardai Zaragoza	<input type="checkbox"/> Ryan Cline

2021-2023 Classified Senate Roster

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

<p>Guests: Alison Haertjens Benjamin Blevins Bobbi Prilaman Daryl Johnson Debora Curry Denise Schulmeyer Denise Whisenhunt Elaine Adlam Heriberto Vasquez Janice Fisher Jeanette Irvin Lisa Brlas Lynn Neault Marsha Gable Nashona Andrade</p>		
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Routine Business

1. Welcome—Cindy	Cindy Emerson welcomed everyone and introduced President Whisenhunt to the Classified Senate meeting. President Whisenhunt thanked the Senate for inviting her to be a part of the meeting. Cindy stated that she will be going over Classified Senate and classified professional’s accomplishments from 2019-2021 and acknowledged everyone’s work. After, Cindy noted that we will be installing the new officers for the 2021-2023 term.
2. Public Comment	No public comment.
3. Additions/Deletions to Agenda	There were no additions or deletions to the agenda.

New Business

4. 2019-2021 Classified Senate Accomplishments (50 mins)- Cindy	Cindy began by sharing the journey for Classified Senate. Over two years ago, there were three classified professionals sitting on senate. Past executive board member, Elaine Adlam, was driven and rewrote the Senate’s constitution and bylaws, and was acknowledged for that work as it entailed an enormous amount of work and research through 4CS. There was then a big shift on how to function as a Senate within our new participatory governance. Classified Senate had seated 26 classified professionals on eight governance committees. With only three members on Senate, they had to think about how to move forward. Another member joined Senate at that time which then formed the executive board. This group worked with the PD office and Nashona Andrade on using Lencioni’s five dysfunctions of a team to lead a team. When there is an absence of trust, fear of conflict, lack of commitment, avoidance of accountability, and inattention to results, then there is a dysfunctional organization. The group talked about how to work on building trust and choosing to be vulnerable and asking questions; decided to have healthy conflict and candid debate and trust to speak our opinions
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with one another; a commitment to follow healthy conflict to ultimately have one voice; to hold ourselves and others accountable; and to focus on measurable results which Classified Senate now has. These are important areas that should be revisited on a regular basis.

Cindy shared Senate's and Classified Professional's accomplishments which were divided into the following categories: senate work; elevating classified knowledge and professional development; antiracism; and culture.

Senate Work:

Senate Leadership held a retreat in 2019 which was fully supported by our college president. Kirstyn Verdugo spoke about the group activity that was conducted and stated that while the group struggled completing that activity, they learned how to communicate with each other in order to accomplish the task. It allowed them to be more vulnerable. The retreat helped staff develop their professional relationship with each other. Graylin added that the exercise helped develop communication skills noting that not one person could do it alone, and a team needs to work together to be successful. Cindy added that it also helped the team to verbalize their strengths and weaknesses.

After the retreat, the Senate began their planning. Cindy shared photos of the Classified Senate at the time as well as a photo of the classified professionals who received the President's Leadership award in 2019 for participating in GOSC. Bernadette explained that members of the Governance Organizational Steering Committee (GOSC) included the president, administrators, faculty, and classified professionals. This group had worked over a year on developing a new governance process. Two consultants were hired through the IEPI grant to facilitate these discussions. This effort ensured that classified professionals had a voice on our eight governance committees. Bernadette acknowledged those who participated in GOSC and for speaking up to ensure our voices were heard. Cindy added that when she went to the Classified Leadership Institute a couple of weeks ago, Grossmont College was lauded by the classified professionals in the meeting when they talked about 9+1 and how classified professionals are supposed to be speaking into governance. Grossmont was the one college they researched throughout California.

Accomplishments:

- Senate grew from 3 to 17 members;
- 26 seats were filled on 8 governance committees. Dana stated that when we were on campus, they went around to different individuals asking them to put their names in to

participate on a committee. This helped the efforts of filling seats on governance committees.

- Communication plan
- Revised committee appointment criteria
- Updated evaluation process for selection committee

Criteria to seat people on committees: Kirstyn talked about how the Senate revised the criteria to seat people on governance committees and search and interview committees. They had multiple meetings to discuss how to make the process easier for not only the applicants to understand what they are signing up for but also for the selection committee members. A rubric was developed that provided a scale for the committee to rate applicants. Cindy added that it was a challenge to make sure all classified professionals had the opportunity to participate. People were selected based on their answers and not just their position within the institution.

Senate had discussions on accreditation as it is a continuous assessment. They also had discussions on Guided Pathways. At the time we were doing a “We’re All In” campaign (before Caring Campus) and it was tied into our strategic plan goals of outreach, engagement, retention, and institutional capacity. It is what helped promote the path, clarify the path, enter the path, stay on the path, and to ensure learning. This is how Guided Pathways started.

Elevating Classified Knowledge

In 2019, seven classified professionals attended the Classified Leadership Institute (CLI). This year, we had a total of 12 or 13 attend CLI from Grossmont and 21 total overall districtwide. The Chancellor was acknowledged for supporting classified professionals’ participation in these professional development opportunities. Managers and supervisors need to understand the benefit classified professionals obtain from participating in these events. The speaker from CLI, Courtnee Mack, will be speaking at our next Classified Senate meeting and all were encouraged to attend.

Professional Development

Rochelle gave an overview on professional development opportunities provided to classified professionals. She noted that there was a time when the college did not even talk about classified professional development opportunities. In 2011, the Professional Development office was established. From there, they developed the idea that classified professionals need professional development opportunities to enhance the development of individuals as well as collective departments to serve our campus community and students. Opportunities or training included:

- Participatory Governance: Once our new structure was rolled out, training was provided on how to interact with committees.
- Conflict Resolution Center Training: Mediation training was offered in fall 2019. The PD office, in partnership with the Academic Senate, was able to bring the organization to campus for this four-day training.
- PD did assessments in 2017 and 2019 which indicated our campus climate needed improvement, so they hosted a Classified Professionals Equity Institute (4 days/20 participants). We also offered the Institute this year and had about 15 participants. Shardai shared her experience as she was a co-chair of the Classified Professional Development Advisory group that helped plan the event. She noted that it created a great space for discussion, they got into heavy topics, and had great participation. She hoped that this work will continue. She noted that the Classified PD advisory committee is an operational committee that generates ideas on what classified professionals desire for professional development.
- Lunchbox Leadership: This was held during the summer. We will be focusing in July on the leadership toolbox and how each of us possess, within ourselves, to be leaders.
- Water Cooler Wednesdays.

Antiracism

Graylin stated that we all experienced the hate, whether from the phone recording of the murder of George Floyd, the news of Brianna Taylor, or the visual of Ahmad Arbery. Seeing this along with people struggling mentally brought to fruition “the real”. A big topic of “the real” was on antiracism. He noted that in having these discussions, it really shed light that these acts are happening to our co-workers, friends, and families, especially in this community. They discussed available resources and that list was shared with Senate. The Senators were asked to choose a movie off the list and to come back and have a dialogue about it. From there, there were deep conversations and uncomfortable talk. We also had an antiracism book club which was well attended. The Senate created an antiracism resolution, and a joint resolution with Academic Senate on antiracism for Asian and Pacific Islanders, and we are holding ourselves accountable. We need to be advocates for our co-workers, students, faculty, and administrators. Antiracism needs to continue to be addressed and it was suggested starting our next meeting with this topic due to time constraints. Senate agreed.

Culture

- Classified Book Club: Joel invited people to participate in the book club. It’s open membership.

	<ul style="list-style-type: none"> • Chancellor and Classified Senate Award: Sam Rigby and Nashona Andrade received this award this year, and Tenille Venard received it in 2019. • Joint meetings were conducted with Classified and Academic Senates. • The Real series <p>In closing, Cindy thanked the past eBoard members and welcomed the new members for 2021-2023. The inauguration of the new members will be deferred to next meeting. Cindy will stay on as past president and Graylin and Dana will be Senators.</p>
<p>5. Swearing In New eBoard and Senators (10 mins) Cindy and Kirstyn</p>	<p>Deferred to next meeting.</p>
<p>6. President's Report (30 mins) Michele</p>	<p>Michele invited guest speakers to acknowledge Cindy, Graylin, and Dana for their work on the eBoard for Classified Senate. Speakers included were Chancellor Neault, Marsha Gable, Nashona Andrade, Denise Schulmeyer, Benjamin Blevins, and Daryl Johnson. Kirstyn presented Cindy Emerson, as the outgoing president, with a tumbler. Bernadette presented leadership certificates to Cindy, Dana, and Graylin noting that they were also printed, framed, and put in their campus mailbox.</p>
<p style="text-align: center;">Next Classified Senate Meeting is Thursday, July 15, 2021 Come hear Classified Professional motivational speaker Courtnee Mack!</p> <p style="text-align: center;">Summer Watercooler Wednesdays from 10:00-10:30 am July 7 and 21; August 4 <u>Click for Watercooler Wednesday Link</u></p> <p style="text-align: center;">Classified Senate Antiracist Book Study, Wednesdays at 4:00 pm <u>All</u> are welcome!</p> <p style="text-align: center;"><u>Click for Antiracist Book Study</u></p>	