



GROSSMONT COLLEGE
Professional Development Committee
September 21, 2022
2:00 p.m. – 3:30 p.m.

Meeting summary

Join Here: <https://zoom.us/j/91055943577>

Purpose: The Professional Development Committee carries out planning and evaluation of professional development programming which enhances the college’s readiness to achieve its strategic goals and mission. It also supports the institution’s continuous improvement and its diverse personnel. The committee identifies emerging trends from annual unit plans and program review to inform professional development.

CO-CHAIRS (Voting Members)	ASSOCIATED STUDENTS OF GROSSMONT COLLEGE (Voting Members)	ADVISORY (Non-voting members)
<input checked="" type="checkbox"/> Victoria Rodriguez, Chair	<input checked="" type="checkbox"/> Kayla Moreno	<input type="checkbox"/> Marsha Gable
<input checked="" type="checkbox"/> Brenda Edgerton-Webster, Faculty Co-Chair	<input checked="" type="checkbox"/> Jenine Smith	<input type="checkbox"/> Bill McGreevy
		<input type="checkbox"/> Marshall Fulbright

ACADEMIC SENATE (Voting Members)	CLASSIFIED SENATE (Voting Members)	ADMINISTRATORS’ ASSOCIATION (Voting Members)
<input checked="" type="checkbox"/> Brenda Edgerton-Webster (faculty co-chair)	<input checked="" type="checkbox"/> Shardai Zaragoza	<input type="checkbox"/> Niko Crumpton
<input checked="" type="checkbox"/> Sarah Dunn	<input type="checkbox"/> Theresa Cristobal	<input checked="" type="checkbox"/> Heriberto Vasquez

EX-OFFICIO (Voting Members)	RECORDER (Non-Voting Member)
<input checked="" type="checkbox"/> Sharon Sampson / <input type="checkbox"/> Taneisha Hellon	<input checked="" type="checkbox"/> Bernadette Black
<input type="checkbox"/> Karen Hern	
<input checked="" type="checkbox"/> David Ogul	
<input type="checkbox"/> Training Assistant TBD	

ROUTINE BUSINESS	
1. Welcome / Public Comments	Victoria welcomed everyone and introduced Brenda Edgerton-Webster as the new faculty co-chair. No public comments were made.
2. Additions/Deletions to Agenda	Addition: Reviewing committee norms
3. Approve Meeting Notes – 5/18/22	The 5/18/22 notes will be emailed to the committee for approval.

OLD BUSINESS	
4. Review committee norms	The committee will review the committee norms next month. Bernadette stated the committee identified norms at their first governance committee meeting a few years ago.
5. Review Purpose & Responsibilities	Victoria shared the committee’s purpose, responsibilities, and composition, which were reviewed by the committee. No further comments or changes were made.
6. PD Calendar of Events Based on 5 AUP PD Themes	<p>Based on data received from the Annual Unit Plan, Victoria stated they looked at the submissions people did specifically for professional development and five themes were identified: 1) California community college basic; 2) mental health and wellness areas; 3) equity and learning how to be more equitable; 5) technology and specific software; and 5) new employee programming.</p> <p>Victoria shared the PD calendar of events for the fall, noting that it’s also included in the weekly digest and newsletter. One of the areas missing are workshops around the California Community College basics. They are having trouble finding people to host those types of workshops so will aim for the spring. Also absent from the list of events is something for new employees. We had a welcome event at the beginning of the semester but now both colleges are going to be implementing the Thrive program, similar to the first year experience, which will be a collaboration with the equity taskforce which is a districtwide effort. There will be a night walk for new employees scheduled soon.</p> <p>Victoria noted that we have been putting out monthly PD newsletters as well as PD offerings for the month.</p>
7. Ideas for increasing PD participation	<p>Things to consider:</p> <ul style="list-style-type: none"> • What incentives can we offer to encourage participation? Micro-grants; certificates; or swag for completing professional development opportunities • Outcomes assessment • How will we make trainings accessible to adjuncts? Sharon noted that in looking back at recordings and only a small amount of people reviewing, we may revisit whether or not we want to pay for recordings. • PD newsletter <p>There was discussion about low participation in professional opportunities and how to increase it. Even the recordings in the VRC have a low number of views. The committee had discussion about this in the spring and it was suggested doing an outcomes assessment. We should check in with people after the programming to assess the effectiveness of the activities. David added that workshops can be promoted at Senate meetings as well.</p>

NEW BUSINESS	
8. Committee Goal Setting for new academic year	<ul style="list-style-type: none"> • Advocate for financial resources to support various types of training opportunities off campus for those who participate in-house training. • Students have problems with counselors/therapists and feeling ignored, specifically mental health counselors. • As we look at professional development overall, we have to keep in mind the level of burnout everyone is experiencing. We need a form of professional development that makes people feel good about their job. One suggestion was looking at funding resources outside the district to host meaningful retreats on campus. It was also suggested surveying the talent we have available on campus so we can pull from internal resources. Sharon stated that they sent out call outs for facilitators and the response has been very minimal. • It was suggested doing a focus group with those who typically attend the professional development opportunities to see why they attend. It was also suggested looking at the trend of those workshops that are getting canceled. • Professional development is about morale and suggested offering some type of release such as massage chairs, Yoga, Zumba, etc. It was suggested asking our physical therapy students about the massage chairs as this also highlights our students. • It was added that we had therapy dogs on campus that helps student’s mental health. Victoria added that Cuyamaca has a program on training therapy dogs and suggested a possible collaboration. • We need to boost morale and confidence within Grossmont College. We should also bring back college hour. It was noted that college hour is currently being worked on and events are getting scheduled. • It was noted they would like to see cross-collaborations. We need one succinct, clear calendar so that we are not repeating professional development opportunities. It was noted that we have a Wellness committee in which perhaps the PD committee can collaborate with on programming. • Events need to be communicated out broadly. • We need to survey faculty, staff, and administrators on what they would like to see in professional development. • Collaborate with the FPDC. • Perhaps have professional development attuned to different affinity months. <p>Victoria asked that if anyone else has other goals to add, to please send to Brenda, Bernadette or herself.</p>

INFORMATION	
9. AUPs Due on Sept. 30 th	The AUPs are due on September 30 th . They get processed in the CPIE office.
10. USC Equity Alliance Webinars	Victoria reported that the college has a membership with USC Equity Alliance which provides a lot of professional development opportunities around equitable practices and being more race conscious. Previously, their webinars were only open to about ten people from each campus. They have opened up these webinars for anyone in membership campuses to attend. Next month’s webinar is scheduled on October 4 th on curriculum and the facilitator is Dr. Toby Jenkins. The webinars are recorded and can be accessed later.

COMMITTEE REPORTS	
11. ASGC	ASGC worked on interviewing for the student body.
12. Classified Senate	Bernadette reported that Classified Senate will be hosting a retreat for the Senators to identify goals for the year and further professional development opportunities that may be of interest.
13. FPDC	No report.
14. Admin Assoc.	Heriberto reported that they are working on LGBTQ+ professional development. The college received funding from the state chancellor's office for these efforts and will start with administrators as a lot of times, culture is created from the top. He added that the college will also be required to put into their Colleague system the name the student's choose to go by.

FOR CONSENSUS	

FOLLOW-UP		
Who	Item	Timeline

NEXT MEETING: Next meeting – October 19, 2022
Zoom information:
Join from PC, Mac, Linux, iOS or Android: <https://zoom.us/j/91055943577>