

# CLASSIFIED

SENATE

OCTOBER 2017 • VOLUME 1 • ISSUE 8 •  
GROSSMONT COLLEGE

## Silos & the need for bridges that strengthen our campus



Elaine Adlam R.N  
Student Health Services  
Classified Senate Secretary



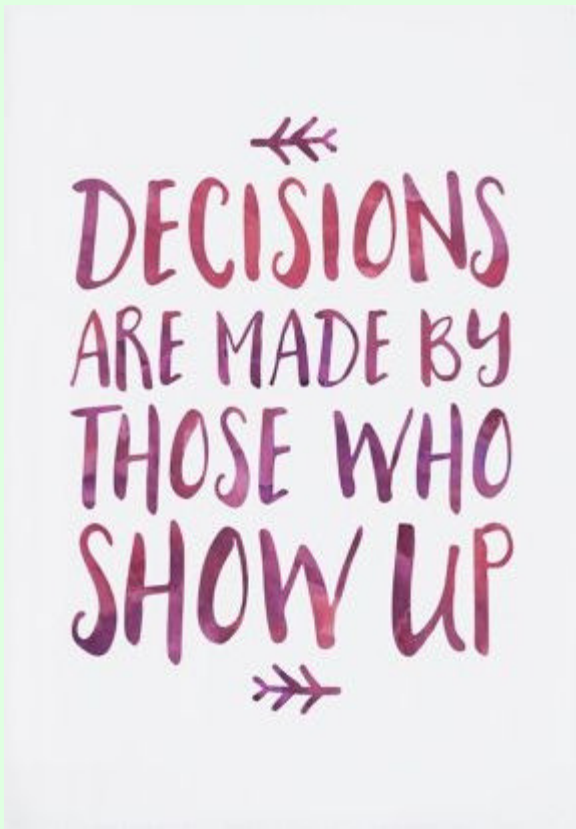
I have been hearing the word “siloesd” for a while now. Phrases like “we are so siloesd on this campus” or “if only we could remove our siloesd we could do so many things”. I know the phenomenon has been recognized in the climate survey and I’ve heard it discussed as something we need to remove in order to move forward with our strategic goals and the varied initiatives we have on campus. But, what are they? Why do they exist? Do they serve a purpose that is required to conduct the day to day business of the campus? Are we really invested in breaking them down and building bridges that can make our campus united and moving forward?

In organizational management circles, siloesd are defined as a “it’s not my job” mentality. Siloesd seem to start out as a natural phenomenon, an example being, we are separated geographically and environmentally into departments. However, they are maintained when we hang on rigidly to our departmental identities and don’t see the big picture – the campus can only be successful if we work in unison to achieve our mission “changing lives through education”. Siloesd prevent us from coming together as a community and as a result, increases apathy to participate (“it’s not my job”/ “why bother”). It also creates an environment of inequity when certain departments are seen as more vital than others, creating an us vs. them.

continued on next page....

Removing silos does start with management but, classified professionals need to participate in building the bridges, in order for the process of tearing down our silos to be effective. A few ways of building bridges include:

- Having a unified vision and goals: We have a mission – “changing lives through education”. We have strategic goals – Outreach, Engagement, Retention and Institutional Capacity. As a classified professional, I feel like the vision of how we are going to get there is a little sketchy. Haven’t we hired people to take care of outreach, engagement and retention? Isn’t institutional capacity the responsibility of administrator’s? Then... “it’s not my job”! Right? Yes it is a part of our job. The problem is, we don’t really know how or what to do.



- Motivation and Incentive: I am motivated in my work life when I have the backing of a team that is as enthusiastic about achievement as I am. This kind of motivation requires trust. Trust is an issue on campus and has been for a while now. As classified professionals, how do we build trust? Silos prevent us from being open to building relationships on campus, because when we don’t trust the system to care about us we tend to withdraw further into our silo and build the wall of “why bother”. Building trust takes time and requires all of the stakeholders, administration, faculty, classified and students, to step out of their comfort zones and dare to be open to trust. It means a vulnerability that is difficult in an environment that has a track history of not being trustworthy. It’s hard but necessary part of the process. The incentive is more access to professional development. Openness by supervisors to support their entire staff to participate in governance.

- Collaborate and Create: I think the planned governance restructure will help us all with this one. The plan is to improve channels of communication. The President’s forums are a sort of “State of the Union” which show us areas we are doing great in and those we are struggling in. These forums provide an opportunity to find out where we can participate in finding innovative solutions to complex problems. The problem is if we don’t show up, how can we know what is needed? Again it comes down to daring to trust that our opinion matters and administration daring to be open to listen. I do believe the latter is being offered to a degree but, it really is up to us to show up and let everyone know how much we believe our opinion matters.

Continued on next page...

This is a subject that I feel passionate about. If you walk around campus, you will run into someone I have hit over the head with my thoughts on this subject. I believe in our campus. I believe in the importance of community and that we will continue to struggle to move forward if we keep trying to "fix" things individually instead of together. It is hard to trust when we have been disappointed but I am asking as a favor. Give it a try and don't give up, because one of these days we will look around and our silos will have lessened and we will be excited to come to work in a supportive community, setting the example for our students.

# G - HOUSE



# “The person with the biggest impact on your education is you.” - Michelle Obama

As Spring 2018 rapidly approaches and I see our students preparing to better themselves and achieve their academic goals, I am once again reminded that education is one of the greatest gifts that we can receive in life--and it's a gift that we can give ourselves any semester that we're on campus. We spend our working days helping others achieve their goals, but we are also able to enrich our own lives through a



By Tyler Dranguet  
Admission & Records  
Assistant

program on campus that allows us to enroll in GCCCD classes for less than \$10 per semester.

In the seven years I have spent in the Grossmont College community, I have known many of our staff and faculty members who have taken advantage of this offering to pursue new academic goals, learn new skills, and enrich their lives in new ways. Some of our employees have even used these opportunities to transfer to four-year universities and finish their bachelor and graduate degrees. Knowledge is power and that power is at our fingertips.

When I first heard about being able to take classes in this way, I had no idea how I would utilize it or if I even would, but then I began to think about all the possibilities that



continuing my education could provide. Receiving my degree in 2015 didn't mean that I was done learning. It just meant that I was starting a new chapter in my educational journey.

Over the last several semesters, a group of my coworkers and I have been taking exercise science classes during our lunch breaks and we've learned about everything, from spin bikes to body weight exercises to nutrition. We've bonded as fellow classified staff and snuck in great workouts during the day. We've taken on the challenge of working out our minds and our bodies, but that's not all we can become

continued on next page...

involved in. Right now, I know employees who are preparing to register for cultural competency classes and... creative writing classes, continue on to get associate degrees, and learn more about themselves in the process.

By taking classes on campus, we're putting ourselves in the shoes of our students by becoming students ourselves and connecting with them on new levels outside of the office, while we ourselves are learning. We're taking control by expanding our horizons and becoming better versions of ourselves. So why not take the leap and join us in this pursuit? We're all in the process of learning new things and developing ourselves as citizens of Grossmont College, so why not find something you love and run with it?

### **How to Get Enrolled in Classes:**

1. If you have not attended classes since the Spring 2017 semester, go to [grossmont.edu](http://grossmont.edu), and click on the yellow 'APPLY/ Find Classes' button to start and submit your application.
2. Twenty-four hours after your application has been submitted, contact Lisa Lundgren in Admissions and Records about being coded as a GCCCD employee.
3. Complete Steps 1-3 on WebAdvisor to receive a registration date and time.\*
4. Register for your classes on WebAdvisor on or after your registration time.
5. Pay your fees online or at the Cashier's Office. Purchase your course materials.
6. Attend class and have fun!

**\*In order to receive a date and time before Open Registration, your submitted application and completion of Steps 1-3 on**

**WebAdvisor must be registered with Admissions & Records before Monday, October 30.**

**\*\*For more information on this process, please contact Tyler Dranguet (x7177) or Monica Blando (x7190) in Admissions & Records.**



# We're All In... Are you?

4

## simple + proactive *campus community* practices\* to increase student engagement and retention

\* *these already common practices (things we know many of you do everyday) – the campaign hopes – will become even **more common** or enacted even **more deliberately**, AND will seed conversations to facilitate the sharing of **more practices** all over our campus.*

### ▶ SHOWING STUDENTS THAT YOU CARE

- ✓ introducing yourself to students, and asking and using their names
- ✓ sharing your smile
- ✓ listening carefully and responding thoughtfully to student needs, concerns, experiences, and questions
- ✓ showing your genuine interest and support through simple interactions with students: "How are you?" "How are your classes going?" "Glad that you are here." "Keep progressing toward your goals."

### ▶ CONNECTING STUDENTS TO CAMPUS SUPPORT SERVICES, RESOURCES, AND ENGAGEMENT OPPORTUNITIES

- ✓ increasing your own familiarity with the campus student support services, resources, and engagement opportunities through participation in professional development opportunities (S3, campus connect, and what's hap?) to do so
- ✓ having on hand and sharing with students when needed:
  - the *Specialized Services for Students* flier so that students are aware of campus support services. Available at <http://www.grossmont.edu/faculty-staff/default.aspx>
  - a campus map

### ▶ SHOWING YOUR GROSSMONT COLLEGE PRIDE

- ✓ sharing with students how your work contributes to student success
- ✓ wearing Grossmont College apparel, swag, or colors on Wednesdays

### ▶ LEADING BY EXAMPLE TO CREATE A POSITIVE COLLEGE CLIMATE

- ✓ treating all with kindness, dignity, and respect
- ✓ creating and maintaining positive working relationships with colleagues
- ✓ participating in the campus community

Click here to take the pledge

fall 2017 campaign ○ phase two  
the offices of pd + student success and equity



# Fall Professional Development Opportunities...



11.01.2017

Career Resource Center -- 11:00 to 12:15pm



10.24.2017

Presentations include: Hyde Art Gallery; fall reading series events; Career Services workshops, East County Education Alliance, East Region Adult Education Consortium, peer mentoring program, college outreach efforts, open educational resources, month of service events, Latino heritage month, Gizmo's kitchen, & more



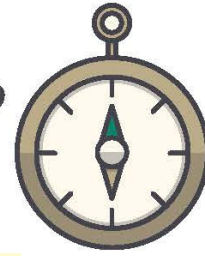
10.27.2017

9:30am - 11:00am

11.03.2017

Specific session topics forthcoming

**The Grossmont College Wellness Initiative Committee has been hard at work developing the following programs to help you 'chart your course' this semester!**



## **November**

**11/1/17 12:30-1:30pm - Nutrition Workshop**

**11/14/17 1-2pm Brown Bag Lunch & Learn -  
Diabetes**

**\*\*Read the Weekly Digest\*\*  
for locations and more wellness  
information!**

**WELLNESS  
FALL 2017**



# Walk With The President

Come join the President for his monthly walk around campus.

November 2nd @ 8:30 am

This is a wonderful opportunity to hang out with each other and continue to build the relationships that make us a strong campus community!



# Brought To You By...

## GROSSMONT COLLEGE CLASSIFIED SENATE



Monica Blando  
President



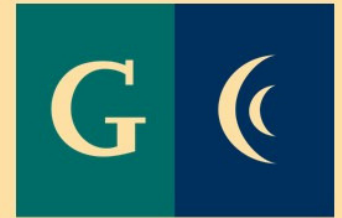
Bryan Lam  
Vice President



Cindy Emerson  
Treasurer



Elaine Adlam  
Secretary



CLASSIFIED  
SENATE



Maria De La Cruz  
Senator



Tyler Dranguet  
Senator

Your ideas and suggestions are needed! If you have a story idea or you would like to ask a question regarding Classified Senate or things that colleagues might be helped by as well, let me know by emailing me at: [Elaine.Adlam@gcccd.edu](mailto:Elaine.Adlam@gcccd.edu).

For more information about what Senate is working on go to:

\* our website: <http://www.gcccd.edu/classified-senate/default.html>

