



GROSSMONT COLLEGE
College Council
Thursday, May 23rd, 2019
3:00 p.m. – 5:00 p.m.
Griffin Gate
AGENDA

Purpose The College Council is the apex governance body which provides guidance and recommendations to the College President regarding institutional policies, planning, and processes in support of the college mission. It engages all college constituency groups (students, faculty, classified professionals and supervisors/administrators) and the governance system as a whole through the maintenance of clear governance practices and policies, coordination of committee work across functions, and a commitment to continuous improvement and consensus building. The constituent-based representatives of the council serve the college by maintaining a broad, college-wide, and student-centered view of the needs of the institution – both in the weighing of the input from its committees and in bringing forward items for consideration and discussion. In all matters within its purview, it will maintain a focus on the goal of equitable outcomes for all students as a key value informing decision making.

CONVENOR	ASSOCIATED STUDENTS OF GROSSMONT COLLEGE	ADVISORY
<input checked="" type="checkbox"/> Marsha Gable	<input checked="" type="checkbox"/> Amy Bianchi	<input checked="" type="checkbox"/> Mike Reese
	<input checked="" type="checkbox"/> Carlos Espinoza	<input checked="" type="checkbox"/> Bill McGreevy
	<input type="checkbox"/> Blanca Valdez	<input checked="" type="checkbox"/> Judd Curran
	<input checked="" type="checkbox"/> Mario Bojorquez	<input checked="" type="checkbox"/> Patty Sparks
		<input checked="" type="checkbox"/> Barbara Gallego

ACADEMIC SENATE	CLASSIFIED SENATE	ADMINISTRATORS' ASSOCIATION
<input checked="" type="checkbox"/> Joel Castellaw	<input checked="" type="checkbox"/> Nadia Almaguer	<input checked="" type="checkbox"/> Javier Ayala
<input checked="" type="checkbox"/> Tate Hurvitz	<input checked="" type="checkbox"/> Cindy Emerson	<input checked="" type="checkbox"/> Martha Clavelle
<input checked="" type="checkbox"/> Julio Soto	<input checked="" type="checkbox"/> Michele Martens	<input checked="" type="checkbox"/> Lida Rafia
<input checked="" type="checkbox"/> Richard Unis	<input checked="" type="checkbox"/> Colleen Parsons	<input checked="" type="checkbox"/> Aaron Starck

RECORDER	GUESTS
<input checked="" type="checkbox"/> Graylin Clavell	<input type="checkbox"/> Sean Hancock
	<input checked="" type="checkbox"/> Catherine Webb
	<input checked="" type="checkbox"/> Bryan Lam
	<input checked="" type="checkbox"/> Cynthia Nagura

ROUTINE BUSINESS (10 minutes)	
1. Public Comment (5 minutes)	<p>Patty Sparks thanked all those who have assisted and participated in this CSEW week.</p> <p>Marsha Gable thanked Tate Hurvitz for all his assistance and leadership as Academic Senate President.</p> <p>Marsha also thanked Bryan Lam for his service as the Classified Senate President and all of his hard work.</p>
2. Welcome	Marsha Gable asked the council to say one word that comes to mind when thinking of the end of another semester and the school year.
3. Establish Quorum (50% + 1)	Quorum was reached.
4. Additions/Deletions to Agenda	N/A
5. Approve Meeting Notes (5 minutes)	Approved.

NEW BUSINESS (30 minutes)

6. Planning and Institutional Effectiveness Committee -Vision Goals (Catherine Webb)

Catherine Webb discussed the Vision for Success and the vision goals of the college. At the beginning of the presentation she acknowledged the “Big 5-year Goals for the CCC System which were the following:

1. Goal 1: Completion (Increase annual # of students who earn a degree or certificate by 20%)
2. Goal 2: Transfer (Increase annual # of students who transfer to UC or CSU by 35%)
3. Goal 3: Unit Accumulation (Decrease average # of units accumulated by 9% by degree-earning students)
4. Goal 4: Workforce (Increase % of exiting students employed in their field of study by 9%)
5. Goal 5: Equity (reduce equity gaps related to 4 goals above by 40% within 5 years & 100% within 10 years)

Her power point went over aligning resources and programs to put students first which included the why, the what, the how, and the tools. Catherine’s presentation the steered towards our local alignment and the vision goals which are required by AB 1809 and they must align with the Vision for Success. The measures for Grossmont and Cuyamaca were selected by GCCCD’s Student Equity & Success Committee. PIEC has been tasked with recommending the 5-year goals for Grossmont. While the vision goals do not necessarily equal what the Student-Centered Funding Formula they both “focus on similar completion, transfer, and workforce outcomes”.

PIEC’s recommendations for Goal 1 (Completion) are the following:

- Increase the number of students who earn a degree or transfer by 20%
- Increase the number of students who earned a CCCC-approved certificate by 20%
- Increase the number of students who earned a CCCC-approved certificate, associate degree, and/or baccalaureate degree by 20%

PIEC’s recommendations for Goal 2 (Transfer) are the following:

- Increase the number of students who earn an associate degree for transfer by 35%
- Increase the number of students who transfer to a UC or CSU by 10%

There was then conversation on the goals for Transfer and only aiming for a 10% increase. These goals are based off of information from 2016-17. This metric examines those students who leave Grossmont and enroll at a four-year university and are there at census. This conversation led to Catherine skipping over goals 3 (Accumulation) and Goal 4 (Workforce) due to time constraints.

Catherine skipped to Goal 5 (Equity) which PIEC’s recommendation is the following:

PIEC’s recommendations for Goal 5 (Equity) are the following:

- Reduce achievement gaps for disproportionately impacted (DI) populations by 50% by 2021-2022, and put Grossmont on pace to completely close achievement gaps for its DI groups in 10 years. DI groups vary from metric to metric, therefore different groups will have different % goals.

Catherine then explained how the goal is to see the DI groups rise faster. Finally, Catherine mentioned the current work Grossmont is doing to assist in the progress towards the Vision Goals, That work includes Guided Pathways work, Strategic Enrollment Management (SEM), the Strategic Plan, and Equity plan activities.

Everyone is using the same student metrics dashboard. There is no penalty for not meeting your goal. Our local process at the district would be to set the same measures for each of the 5 metrics. There is no financial benefit for achieving goals in this program

<p>7. Student Equity Plan Update (Lida Rafia, Tate Hurvitz, Denise Schulmeyer)</p>	<p>Lida Rafia discussed the Student Equity Plan and a memo from the State Chancellor's office on an extension on the submission deadline. The extension will be for the Governing Board approval and not for the Equity Plan draft. The Equity Plan draft in place will be submitted June 30th.</p> <p>Tate Hurvitz spoke on how the Academic Senate has had a run through the draft along with some Senate Committee members but has not given a full run through to Senate. The proposal will be to submit the draft on the goals that have been vetted on the June 30th deadline date, and then have more dialogue and consultation with Academic Senate. Following that consultation with Senate the edited proposal would then be taken to the Student Success and Equity Committee, then to College Council for recommendation on August 22nd, and then to move to the Governing Board before the September 30th deadline date.</p>
<p>8. No Summer Meetings</p>	<p>Marsha Gable mentioned that the College Council will not meet the month of June or July and will reconvene on August 22nd, 2019.</p>

COMMITTEE REPORTS (30 minutes)

9. Budget Committee Update: Student Centered Funding Formula (Bill McGreevy & Judd Curran)

Judd Curran spoke on the progress and goals made so far this year and Bill McGreevy will be discussing the new Funding Formula. The Budget Committee established norms and the vision of the committee. One of the visions is to have a standing agenda item to have information sessions on numerous budget items to be prepared on. They have an off-cycle augmentation form draft as well and still receiving feedback on it. Budget 101 was activated in the March meeting and have had both Carol Rapolla and Genie Montoya regarding. Catherine Webb discussed the Annual Unit Plan. Michael Copenhaver also gave a presentation on Financial Aid and specific funds. The committee also examined the use of a Canvas container to hold specific documents and create a history as well. It was proposed and will be moving forward with that idea. The committee recognized that professional development is important and moving forward to develop some key things that the committee would like the rest of the campus to know. They need more clarification on communication with other committees and requests from the annual unit planning. Recognizing term limits and the steep learning curve for committee members is something the committee is working on. The Canvas container should assist in this process.

Bill McGreevy acknowledged that the committee has been in education mode this year to get everyone up to speed to be able to conduct business in the future. What the committee needs assistance on how these committees coming together is still something that needs work and assistance.

Nabil Abu-Ghazaleh spoke about long-term expenditures and having the Budget Committee having interlay budgets to committing certain amounts each year to completing the future projects. Integrated and exhaustive measures will continue.

Bill then presented on the Student Centered Funding Formula. There are a number of initiatives that are trying to align with the Vision for Success. The old formula was strictly based on enrollment. The new formula will be based on enrollment (70%), equity (20%), and student success (10%). Those figures plan to shift to 60%, 20%, 20% by 2020-21. "Hold Harmless" is subjected to end in 2020-21, but could be extended to the 2021-22 year.

Student Success: All Students + Promise Grant (BOG Waiver) + Pell Grants in 7 different factors. The new factors present a greater percentage of the overall budget over the next few years. There is a fixed pot at the state level and Grossmont will be competing against other institutions. We need to take into account fixed cost increases (Step & Column, Health Benefits, PRS & STRS).

There will be revisions and Hold Harmless will more than likely be extended until 2020-2021.

Nabil Abu-Ghazaleh then said that the new funding formula favors Grossmont due to our high performance. We need to be aware of our spending at the end of the year and be in balance. Commit when you know you can truly do so.

INFORMATION AND DISCUSSION (20 minutes)	
10. President's Update (Nabil Abu-Ghazaleh)	<p>Nabil Abu-Ghazaleh started with acknowledging Judd's recap of the Budget Committee, and how that information is what he was excited to see happen with this new governance process. He added that Grossmont should not be scared of setting goals that we might not be able to achieve right now because we would be selling the students short if we only make easy and attainable goals.</p> <p>He then proceeded to inform the council of two retirements in the English department. The ESL department will be impacted dramatically if these positions are not filled quickly. Nabil will move forward with looking to fill one position only without consultation. He is acting on this very important need and proceeding without proper protocol.</p> <p>Aaron acknowledged that the ESL department that a direct impact with our International Students program.</p>
11. Accreditation Update (Catherine Webb)	<p>Catherine Webb gave a very brief accreditation update and informed the council that the Accreditation team has a Canvas container to use as a repository for all and future information. She is very excited about the work being done in the Accreditation Steering Committee and thanked Denise Schulmeyer for all of her work.</p>
12. Grossmont-Cuyamaca College Promise Update (Cynthia Nagura)	<p>Cynthia Nagura from District Services spoke on Promise Plus scholarship will be for the current Promise students (cohort #1) only. Those students would need to answer two essay questions and submit their responses by July 1st.</p> <p>College Promise Plus:</p> <ul style="list-style-type: none"> - Must have cumulative 2.0 GPA upon completion of Spring 2019 & completed 12 units. - *\$500/semester (\$1,000/year) - * June 1 – July 1 - *Apply online via AcademicWorks. Link will be provided to students. - *Based on answering two essay questions on career goals & financial need - * Scholarship Committee will determine recipients. Notification by July 16. Disbursement on August 9th. <p>Marketing includes: Text, email, postcard, automated calls to current Promise students</p> <p>Aaron Starck would like to increase the communication to the staff who provide the services and ability to put this grant in motion to better service the students. He would also like his department to be involved in the discussions on implementing these grants.</p>

FOR CONSENSUS (5 minutes)	
13. Strategic Hires (5 minutes)	<p>Ground Maintenance Supervisor (SU-00049) - APPROVED Financial Aid Technician (CL-00605) - APPROVED Student Services Assistant (CL-00402) - APPROVED Instructional Media Services Technician Senior (CL-00229) - APPROVED Tutoring Center Specialist (CL-00676) - APPROVED ESL Instructor – Tenure Track (#TBD) - APPROVED English Generalist Composition #2 (#TBD) - APPROVED Library technician III (#CL-00147) - APPROVED Library Technician III (#CL-00199) - APPROVED</p>

FOLLOW-UP (20 minutes)		
Who	Item	Timeline
Tate Hurvitz, Amy Bianchi, Carlos Espinoza, Colleen Parsons, Richard Unis	Updated College Council Recommendation Form: Update the form to include the Equity Goals under "Value to College". There was also some grammar issues to be cleaned up.	TBD

<p>14. WORK AHEAD (10 minutes)</p> <ul style="list-style-type: none"> • College Council Retreat: TBD in early FA19 • Date for Committee Chairs and College Council to meet • Preparations for future meetings • Marsha Gable thanked Bryan Lam for all of his hard work as outgoing Classified Senate President.

<p>NEXT MEETING: August 22, 2019 (Griffin Gate)</p>
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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:

1. Free flow of conversation and raising hands when needed
2. Thumbs up/Thumbs down/Thumbs sideways to convey individual council members vote toward action items.
3. Parking lot for ideas and possible future action items.
4. Summarize talking points with similar language for constituency representatives to take back to their respected constituency, and taking the last 5 minutes of the meeting to do this.
5. Estimated times for each agenda item is up to the Convenor of the council
6. No rank in the room, but those that wish can use salutations
7. Please keep dialogue respectful
8. Reminder – body language
9. Once a semester have a social gathering

10. Starting and Ending the meeting on time
11. Respect each other
12. Repeating what was voted on after the vote
13. Education/background from other committees to make appropriate decisions
14. Use of technology/cell phones is only in an emergency, and to be mindful and professional of the meeting
15. Norms will be revisited once a semester for now