

SAN DIEGO MIRAMAR COLLEGE CLASSIFIED SENATE MEETING MINUTES



Tuesday, May 4, 2021 • 11:00 a.m. - 12:00 p.m. • Zoom

Attendees: Sean Young, Clarissa Padilla, Sara Griswold, Cheyanna Morence, Sharilyn Wilson, Kurt Hill, Rachel Martinez, Rachel Halligan, Jill Griggs, Anna Liza Manzo, Danielle Short, Damaris Garduno, Lezlie Allen, Lynne Campbell, Sandra Marquez, Meilani Paleti, Andrew Lowe, Calvin Le, Michele Pasag, Sam Shooshstary,

Guests: Xi Zhang Nessa Julian, and Pablo Martin

- A. **Approval of the Agenda** 11:00am
Martinez made the motion to approve the agenda; Morence seconded. Motion approved.
- B. **Approval of Previous Minutes**
1. Classified Senate meeting – April 20, 2021
Damaris made the motion to approve the minutes. Seconded by Griggs. Motion approved with amendment to Roundtable: DEI Resolution from State Chancellor's office was introduced, but not reviewed.
- C. **Additional items:**
1. Ongoing dialogue: Equity¹
- D. **New Business:**
1. Measureable KPI's – From the College's new mission and vision statement, the strategic goals (5) and strategic directions were updated. Under each strategic directions, the Research Office developed items to measure and show how effective our college is in achieving our mission. The latest Proposed KPIs for Strategic Plan Fall 2020-Spring 2027 Assessment was presented which now includes Ad Hoc requests and items. Presentation for KPIs continued with indicators and measures for new strategic goals and strategic directions. Comment was made that before measuring the quality and how well the goals are being addressed, a rubric will be established to control subjectivity and measure indicators objectively. The key will be the collection of data to have an informed targeted approach to address any gaps. Motion was made by Padilla to approve the KPIs, seconded by Morence, and moved to approve unanimously.
 2. Strategic Planning: Environmental Scan – The SDCCD Environmental Scan Update, April 15, 2021 was presented (produced by the District's Institutional Research and Planning). Presentation included context on to how this environmental scan was developed during the COVID-19 pandemic. It provided historical economic composition of the San Diego region, job loss by economic sector, effects on employment, unemployment in California (by race and ethnicity), enrollment changes, headcount changes, basic needs (HOPE Survey), U.S. Personal Savings Rate, pandemic resilient jobs, and challenges that lay along Maslow's Hierarchy of Needs. Any questions regarding this report can be directed to the Director of Institutional Research and Planning, Natali Cordoba-Velasquez Alarcon, nalarcon@sdccd.edu.
 3. Professional Development Proposal - Last summer Laura Gonzales, Professional Development Coordinator sent out a survey to all Classified Professionals regarding the types of topics we would be interested in. From this, work began to host a Classified Professionals Summer Conference. Proposed dates are for June 17 and June 18, 2021, which will be a Thursday and Friday (duplicated sessions). Activities and topics for this conference were based from the survey feedback. Throughout this conference, there will be multiple sessions in addition to keynote speakers - as well as looking into having a just a plain old fun sessions doing trivia or games. Funding has not been formalized until funding needs are

¹ Additional items will be addressed contingent upon time.

established. Announcement was made that for those who are interested in participating in coordinating this conference to contact Laura Gonzales.

4. Draft DEI Reaffirmation Statement – Discussion was opened. From the original template that was distributed by the Chancellor's Office, Organization, and the Board of Trustees, the implicit bias training (bi-annually) was part of the 16 recommendations around DEI that was adopted. Currently, the Academic Senate will have its second read regarding this topic. To move this forward, motion was made by Young to allow the Classified Senate Executive Committee to act on behalf of the Classified Senate to approve the Commitment to Diversity, Equity, and Inclusion statement if there are no additional feedback from Academic Senate meeting (reviewing identical resolution). This was seconded by Griggs, and moved forward to approve
5. Equity Update Information – Motion was made by Young to extend this meeting 10 minutes more for Equity Update agenda item. This was seconded by Wilson, and carried to approve. CEC formalized an Equity Definition Workgroup with cross constituency representation. Representing the Classifieds are Padilla, Manzo, and Park meeting weekly throughout the end of the semester. Process has been informed in part by what was decided by the Equity Definition Process Workgroup. Currently being reviewed are definitions from other community colleges and four-year universities, articles, and other resources focused on higher equity and higher education. Q&A forum regarding the equity definition will be held on Friday, May 7, 2021 at 9:30 a.m. for further discussion and provide additional comments.

E. Old Business:

1. College Governance Handbook
2. Reconstitution of Classified Senate Bylaws Review Committee: Vote for Formation
3. Classified Senate Scholarship Reinstatement: Recommendations from CS Executives to Vote and Reinstatement
4. ASG.R.100: Vote to Support for the ASG Resolution as Presented and Resolved by ASG

F. Roundtable

1. Reminder was made for all to submit their election ballots for the Classified Senate elections before May 14, 2021.
2. Just announced that a new college VPI has just been announced by President Lundburg. Details are in the email sent.
3. Reminder was made that SP95 passed. This is due to the concern of using private leave, (vacation or sick leave) to get vaccination or to deal with vaccine side effects. Compensation should be provided accordingly. Further explanation of for SP95 can be provided by contacting Danielle Short.
4. Stipend checks for \$500 should have been received this past paycheck. NANCE will receive theirs on May 10, 2021.

G. Announcements:

Spring 2021 Meeting Dates: Feb 9, Feb 23, March 2, March 22, March 30, April 6, April 20, May 4, May 18, June 8, and June 22

Adjournment: 12:10 p.m.

San Diego Miramar College 2020 – 2027 Strategic Goals

1. **Pathways** - Provide student-centered pathways that are responsive to change and focus on student learning, equity, and success
2. **Engagement** - Enhance the college experience by providing student-centered programs, services, and activities that close achievement gaps, engage students, and remove barriers to their success
3. **Organizational Health** - Strengthen Institutional Effectiveness through planning, outcomes assessment, and program review processes in efforts to enhance data-informed decision making
4. **Relationship Cultivation** - Build and sustain a college culture that strengthens participatory governance, equity efforts, and community partnerships
5. **Diversity, Equity, and Inclusion** - Build an environment that embraces diversity, equity, inclusion, anti-racism, and social justice for the benefit of the college community