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College Council Meeting Minutes

San Diego Miramar College

10/10/23 • L-108/Zoom • 1:00 pm – 2:30 pm

Members: Wesley Lundburg (co-chair), Namod Pallek (co-chair), Brett Bell, Adrian Gonzales, Michael Odu, Pablo Martin, Carmen Carrasquillo Jay, Kevin Petti, Malia Kunst, Sam Shoostary, Namod Pallek, Zachary Joseph, Sindhu Narasimha

Alternates: Daniel Miramontez (absent), Saigel Ghotra

Vacancies: Administrators: None; Classified Senate: Vice President and Alternate; Academic Senate: Alternate; ASG: None.

Guests: Linda Woods, Saribel Morales Rivera, Lisa Cole-Jones, Mara Palma-Sanft, Cheryl Barnard

2023-2024 Theme: *Cultivating Community: Making the invisible, visible.*

- A. **Call to Order** – The meeting was called to order at 1:02 p.m.
- B. **Approval of Agenda and Minutes – Shoostary** made a motion to approve the agenda. Seconded by **Martin**. There were 12 yay votes, 0 nay votes, and 0 abstentions. The motion carried. **Martin** made a motion to approve the 9-26-23 minutes. Seconded by **Narasimha**. There were 12 yay votes, 0 nay votes, and 0 abstentions. The motion carried.
- C. **Public Comment** – There was no public comment.
- D. **Committee Reports/Other (2-3 minutes)**
 - **President’s Report – Lundburg** had good news to share; our bachelor’s degree proposal in Public Safety management has been approved. We are waiting on the official word but received word from the State Chancellor’s office that it is okay to share. The next step is for it to go to the Board of Governors next month and the target date is 10/13 to submit to ACCJC for Fall 2025 for implementation. **Martin** asked if this was a trend. **Lundburg** responded one would hope, but he has been hoping that. There are five others that are being held up. He will be sending out a mid-semester update to the campus, and this will be included. Next, he shared that the District Quarterly Diversity report came out and the gaps are significant. He will be taking more steps to address this. The LEAD Office and the EEO Office have been in conversations with the President about interview questions and incorporating DEIA into those and they will be collectively pressing on this. EEO has been doing training with committees. If committees put questions forward without it, **Lundburg** said he will be sending them back. He doesn’t want to cause delays in the process so he wanted to share it here to help get the word out. Another strategy to address DEIA concerns are the supplemental questions. Generally, there has been a trend towards not having any supplemental questions on the job posting. We are going to require those to be a part of the process and those should also have a DEIA component. **Lundburg** also had a phone call with HR this morning asking to have access to the demographics of the entire candidate pool in each search. Typically, he receives the Adverse Impact Analysis (AIA) only for the candidates being put forward. This has allowed for a potential equity gap. HR is happy to do that. He will be entertaining failed searches, in consultation with HR, whenever there are equity gaps; time to make things happen. Anonymous screening, from Acting Chancellor Smith: When committees receive applications, you will not see names of applicants or universities attended, etc. The district has been piloting this here and there and there have been results from it. He volunteered our campus to be a part of this pilot but wants it across the departments, not just in pockets. If they are okay with moving forward, we will be doing it. **Carrasquillo Jay** suggested we remind folks that there is a self-identified DEI list. **Lundburg** wondered if there is a way to make this part of the process but noted this is a future conversation. He wants to do things that are meaningful and impactful. **Martin** shared that he had a one-on-one with the Chancellor, who mentioned requiring a DEI lens on hiring committees but it is a negotiation issue. They will be working with faculty. **Lundburg** also shared that we will start the exploration of expanding athletics; low-hanging fruit including men’s and women’s dive. We will need to navigate the joint-use agreement. Lastly, he shared that Invest in Success is on Saturday. There are some tickets still available. **Petti** noted that the athletics expansion is exciting; allows students to be here for more time, required to be full-time students, and helps enrollment. **Pallek** noted that

- students would like to see the expansion of the fitness center.
- **AS Report – Martin** shared an update on the package program workgroup; nearly done, and should have recommendations by/for the next College Council meeting. He also attended the Vision for 2030 Adult Education Summit and CE and there were really great conversations on how we can build enrollments and help the 7M Californians gain certificates or transfer degrees for employment. He also learned that we have a CE satellite campus at Miramar and a new dean there. The A.S. is voting on a resolution for a district-provided reassigned time equity coordinator and will also be revisiting the reassigned time for the Academic Senate.
 - **CS Report – Kunst** shared that the Classified Senate had their first open Bylaws Review meeting last week and will be hosting another one next week. She also added that C.S. is planning a Halloween party on Halloween. She also shared that elections are going on now for the Vice President and Senator-at-Large positions.
 - **ASG Report – Narasimha** reported that, at the last meeting, she was asked to ask ASG for website improvements. ASG recommended that 1) it should be up to date 2) they want the website to directly link to clubs, which helps create community 3) it is too cluttered 4) hard to make appointments through the counseling page 5) there is no direct way to navigate to the ASG webpage 5) Calendar has way too many categories and should be condensed, should also be moved up, club events should also be on the calendar (complicated, always changing), and overview in calendar form (list form too). Secondly, she was asked to ask ASG how we can bring the theme to life. ASG recommended 1) light-post banners 2) have events to advocate for students 3) club rush (and all of the events) should also include advocacy for students. **Joseph** reported that every senator is now on a committee. ASG also discussed standing committee bylaws, and final preparations for Invest in Success gift basket. **Narasimha** added that ASG decided that it would be two date night baskets the first candlelight dinner and the second Abba tickets and \$100 via gift card. Lastly, Joseph reported that students would like more access to the gym/fitness center; veterans really supported this idea. **Lundburg** noted that there is some liability. We can't leave the door open and asked if students would be open to paying a fee. **Joseph** responded yes, students are open to paying a fee. We also discussed having a trial run.
 - **Other** – There were no other reports.

E. Old Business:

| # | Item | Initiator |
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| 1 | <p><i>Equity, Justice, Inclusion, and Our Role in moving things forward (standing item)</i> – Julian reported that the email went out for the Equity Summit, which is coming up in two weeks. She encouraged everyone to please register, as this helps with food, etc. We are excited to have Dr. Gonzales as our keynote; she will tie it to our theme and 2030. This is a two-day event; Thursday is community-focused. Please help us spread the word. We are going to have a student panel and may have another one as well. We will focus in on four main areas, with connection to our equity plan, as we want to be intentional with this work. The focus areas are 1) recruitment and retention of employees 2) PD program, CREATE, which is faculty-focused but looking into how we can expand to classified professionals (this is moving into a two-semester program) 3) Curriculum and Instruction (Ethnic Studies) and 4) Servingness Practices for student success. We also want to connect this to the spring planning summit. There is a book read (in addition to the campus read). We are closing down campus on that Friday. She shared that we are very close to identifying an Elder in Residence for our NASSSP; 20 students have applied and we are reviewing applications. The program plan is due to the state next month and will be sharing that soon. She shared that it is Latinx Heritage Month and Filipino American Heritage Month. There are lots of events and she encouraged everyone to attend. Lastly, there is an AANAPI meeting today, Dean Barnard is attending. That plan due is on 12/31, which gives us some more time. An email went out for participation on affinity advisory groups. Please consider participating.</p> | <p><i>Julian</i></p> |
| 2 | <p><i>Accreditation (Standing item)</i> – Palma-Sanft shared that we are now moving into the phase of review. The team is preparing their report. They have asked for additional evidence, not concerning. Yesterday was the campus-wide forum; wanted to talk to us and get to know us a little better. There was good dialogue. She gave kudos to our student leaders and it was really inspiring. We have a commitment to our students. We have a shared goal. The next step is core inquiries in mid-November and a focused site visit in February. Lundburg added that the questions we received are normal and it is truly an iterative process. Martin lauded Mara and Daniel's efforts and appreciated that this was a collaborative process.</p> | <p><i>Miramontez/ Palma-Sanft</i></p> |
| 3 | <p><i>Grants & Initiatives Subcommittee</i> – No report. Narasimha asked when this committee meets. Bell</p> | <p><i>Bell</i></p> |

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| | responded that it is an ad hoc committee and meets on an as-needed basis, specifically when a new grant opportunity comes along. College Council charges this committee to prepare an impact analysis report. | |
| 4 | <i>Website Review Task force (standing item)</i> – Lundburg shared that the task force had its third meeting on Friday and had a presentation from Bill T. Smith, the web designer, on examples from other colleges. Narasimha will send Kunst ASG’s list of website recommendations. Lundburg continued that the next steps will be to identify what we actually want to do and how we are going to get there. We looked at a college that highlights student profiles. This might be immediate implementation as there was a lot of interest. Bell added that the IR office is sponsoring student focus groups to gather feedback on the website, which will help form recommendations and inform a campus survey. | <i>Lundburg</i> |

F. New Business:

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| 1 | <i>Graphics Program Discontinuance (attachments: one and two)</i> – Lundburg noted this is here as a second/final read. Manley gave a brief recap. She reviewed the members of the workgroup, what steps had been taken, and what information was considered. Please refer to the attached presentation. All constituencies have approved and it is here today for final approval of the recommendation to discontinue the graphics program. She noted that this is not an HR issue and staffing was not considered. If it is approved here today, it will go to the 11/9 Board of Trustees meeting. Carrasquillo Jay made a motion to approve the recommendation to discontinue the graphics program. Seconded by Pallek . Martin thanked everyone for their work and for allowing the second read at College Council. There was no further discussion. There were 12 yay votes, 0 nay votes, and 0 abstentions. <u>The motion carried unanimously.</u> | <i>Miramontez/ Manley</i> |
| 2 | <i>Bringing our 2023-2024 Theme to life</i> – Lundburg asked if there were any further thoughts or ideas. Odu noted that we have ASG’s idea. Carrasquillo Jay added that when she suggested this, she was thinking about our students. For example, students with disabilities, mental health issues, student-athletes, student parents, working students. She recommended professional development for our students that teaches them how to advocate for themselves. She cited Yosso’s community culture of wealth. She added that maybe marketing and outreach need to be folded into the conversation. Martin recommended a token system; speak when you have a token. We need concrete efforts to elevate voices. Joseph noted that he has never heard/seen when sporting events are and it would be great to promote those as well. ASG is also considering a newsletter with committee news, important assembly bills, etc. Narasimha noted the need for more school spirit. Bell added that we have had an established co-curricular newspaper and that it can be re-established. Joseph asked what is co-curricular. Bell explained that it happens outside of the classroom but in parallel to instruction. There is no credit because it is an activity. Gonzales added that as long as it is written in the course catalog, we can offer credit. He noted that there is a difference between a newsletter and a newspaper; ASG can take on a newsletter, with their advisors, to send to other students. Carrasquillo Jay shared that we used to have the SAGE (Miramar Student Newspaper), which was tied to the Journalism program. Martin noted that interest was lost after the previous advisor retired and there was not another faculty member able to take it on. He thought more of an online/digital/social media presence is the way to go. Manley noted that it is great for historical reference. Lundburg invited folks to send any Miramar history-related things to him as he has been assembling/compiling a folder. Carrasquillo Jay asked if we should consider revisiting our mascot. Pallek responded that he brought this up to ASG last year, there wasn’t interest, but ASG has purchased a new mascot costume, which can be seen at Fall Fest on 10/25. | <i>Lundburg</i> |
| 3 | <i>JEDI Workshop Series (attachment)</i> – Martin hoped that we could all encourage folks to attend more Professional Development (PD) events, like this one. Julian added that JEDI stands for Justice, Equity, Diversity, and Inclusion. This is sponsored by the District PD office. HR does have a partnership with an organization that is leading this and they have a whole host of opportunities we could take advantage of. Julian will share the list with Kunst. | <i>Martin/Julian</i> |
| 4 | <i>How Miramar can address gender and racial “battle fatigue” (attachment)</i> – Martin shared that this document is from an UMOJA and PD Coordinator at Grossmont College, Dr. Taneisha Ilise Hellon. This is her dissertation. He recommended reading page 107, implications of the study. He thinks we should also add gender and accessibility there. He noted that many people are leaving and think we should explore some of these options. A climate survey is coming out soon, which will be disaggregated by each college. The two big ones are creating racially safe workspaces and DEIA policies. He would love for Miramar to look at ways we can do this. Carrasquillo Jay noted that the A.S. started a workgroup called Gender Advocacy, Inclusion, and Advancement (GAIA) workgroup and would like to extend the invitation to Classified Professionals to participate. The goal is to provide a space for advocacy. Lundburg thanked Martin for sharing this. It is all our | <i>Martin</i> |

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| | <p>responsibility to create this change in culture and climate so that people want to be a part of this and help move this forward. Lundburg also highlighted a couple of things from today’s meeting so far including 1) he loved ASG’s report because all three senators provided information for it 2) PD and expanding it out to students 3) website taskforce and highlighting students. He felt that we should find ways to continually grow and develop those around us. If we made this front and center, how better to make the invisible, visible? We are on the cusp of changing how the college can function. Julian also thanked everyone for today’s conversation, this is real, and we are also seeing a huge shift. True allyship will allow us to move DEIA efforts forward. Martin added that he would love to see an all-day long, campus-wide retreat on how we can treat each other better and make people feel like they belong. Julian added that we need to extend each other grace as we are all learning.</p> | |
| 5 | <p><i>Update on the “Kaleidoscope” Space (attachment)</i> – Bell this project is looking at remodeling the second floor of the I building, contingent upon the remodel of the first floor. Once the veterans and honors center are underway, we can move onto the second floor. He reviewed the attached floor plan for the second floor which will be the “Kaleidoscope.” We will keep a lab for English programming and we will add an additional lab on the third floor of the library. There will be a LEAD Office administrative space. There will be a Pride center, Latinx and Native American space as well as BSU, AANHAPI, and a meditation room. Gonzales added this will be a student-focused space. Lundburg noted that the auditorium, on the first floor, will be the community room, where Mira Mesa Town Council will be able to host their meetings. Manley suggested taking pictures before renovations for our archives. Joseph thought there would be a lot of interest in the meditation room and described his experience using Mesa’s.</p> | <i>Bell</i> |

- G. Action Items:**
- H. Announcements:** There were no announcements.
- I. Adjourn:** The meeting adjourned at 2:32 p.m.
- J. Next Scheduled Meeting:** *Tuesday, October 24th from 1:00 pm – 2:30 pm in L-108/Zoom*

Important Note: This meeting was not recorded.