

Classified Senate
January 31st, 2018
Governance Discussion with Bri Hays

Our Senior Dean of Institutional Effectiveness, Success, and Equity, Bri Hays, began the forum by discussing the importance of having input from other classified staff, as well as the benefit of getting to know your representatives/senators. It's a great opportunity to be in the know, ask questions, engage, etc.

During Summer 2016, President Barnes, Ariane Ahmadian (*Classified Senate President*) and Alicia Munoz (*Academic Senate President*) began brainstorming and taking a closer look at the current governance structure at Cuyamaca College. In Spring 2017, the Institutional Effectiveness Partnership Initiative (*IEPI*) application was submitted and accepted. Cuyamaca wrote a grant to receive funding for improvement of SLOs, governance and integrated planning. The hope is that with this grant, we are able to improve what is already in place at Cuyamaca. In Fall 2017, the Cuyamaca College Council (*CCC*), program reviews committees, Instructional Council, Student Services Council, Institutional Effectiveness Council, and committee members, were invited to a governance retreat.

Bri discussed the guiding principles from the retreat as follows:

- The need to clarify roles; reaching classified that have served on committees and transform their role
- Wanting to hear from those who do not serve on committees, in order to gain a better understanding of campus happenings

A discussion was brought up regarding how to reach out to people and inform them of what is happening on committees. The group discussed Grossmont College's classified convocation that they have put on in the past. This convocation allowed all classified staff to attend by shutting down buildings, and working with managers to ensure classified were having the opportunity to attend. It provided opportunities for trainings, and professional development for staff. Mesa College has done something similar, where they offer convocation as a morning or afternoon session, allowing ample opportunity to attend, depending on schedules.

It has been confirmed by many, that classified tend to feel like their purpose on committees are to check a box for participatory governance purposes. As classified, we tend to hold on to that historical view that we are not heard or seen. It was agreed that a shift needs to happen, and empower classified to be involved in these processes, as classified voice is and can be influential.

When asked how people not serving on committees find out information, it was reflected that establishing relationships is the easiest way. With those relationships, one can gain more knowledge about structures, and where to find information on their own.

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In terms of what is currently working well for our governance structure, it was noted that we have a good collegial process. Some areas for improvement include the need for goals, knowing what is expected of the committee members, providing new committee or council members with an orientation to the work that gets done, as well as respect.

Next steps are currently being worked on and are hoped to be finished by the end of Spring. The college is aiming to have the new governance structures in place by Fall 2018. There will be mini-retreats to further discuss this important work:

February 27th 3:00pm-5:00pm

April 24th 3:00pm-5:00pm

Locations to be determined at a later date

Should you feel inclined to give any feedback regarding this discussion, please feel free to email Ari Ahmadian at Ariane_ahmadian@gcccd.edu or Bri Hays at brianna.hays@gcccd.edu.