

Las Positas College - Classified Senate

Thursday, March 25, 2010

2:30 - 4:30 p.m., Room 1603

1. **Welcome/Call to Order** President Lang
2. **Introduction of New Attendees & New Staff** Senators
3. **Approvals: Agenda for today & Minutes of: 1/28/2010 & 2/25/10** President Lang

p. 2-4 + p. 5-8
4. **Budget** Treasurer Davidson
 - a. Treasurer's Report
5. **Committee/Group Reports**
 - a) February President's Report to District Board-*Please see written report* President Lang
 - b) Classified Senate Committees:
 - a. Activities Committee/Flex Day Plans (4/2/10) VP Balero
 - b. Sunshine Person Report (Sunshine Was Spread This Month To...) C. Reding/ N. Lang
 - c. Fundraising President Lang
 - i. Candy Sales Report – Record-keeping, where? Senator Verarde
 - c) SEIU Update (If available) Judy Martinez
 - d) College Committee Reports (College Council, DBSG, etc.) – Several attached.
Please report anything of note from the Committees you attend. p. 9+10
6. **Old Business**
 - a. *Vote Required:* Outstanding Classified of the Year – Revisions & History VP Gach *p. 11-12*
 - b. *Vote Required:* Bylaws Review and Discussion (See attachment) Pres. Lang *p. 13-14*
 - c. "Common Tool" report? Pres. Lang
 - d. Shared Governance Handbook review task force report? Pres. Lang
 - e. Sustainability Task force results from College Council Pres. Lang
 - f. March 12th Flex Day Recap/Discussion/Appreciations Pres. Lang
 - g. Swap Meet for Staff – April 16, Update Bill Eddy
7. **New Business**
 - a. Report on Distance Educ. Substantive Change Report Senator Sperry
 - b. Recap on Second Hour of March 3rd Town Meeting (break out session) Pres. Lang
 - c. CCN Requests a Volunteer on each Committee to be Inclusion Point Person – Need Inclusion Point Person for Classified Senate *p. 15* Pres. Lang
8. **Other (Added at beginning of meeting)**
9. **Good of the Order**



Officers 2009-10

President	Natasha Lang	VP Communication	Sharon Gach
VP of Activities	Cindy Balero	VP of Fundraising	<u>[Vacant]</u>
Treasurer	Sharon Davidson	Senator I	Sharon Davidson
Senator II	Christie Verarde	Senator III	Jeff Sperry
Senator IV	Todd Steffan		

DRAFT

LAS POSITAS COLLEGE
CLASSIFIED SENATE
JANUARY 28, 2010
2:30 P.M., ROOM 1603

MINUTES

Present: Cindy Balero, Rita Carson, Sharon Davidson, William Eddy, Sharon Gach, Natasha Lang, Carmen McCauley, Elizabeth Noyes, Karin Rose, Jeff Sperry, Todd Steffan, Heidi Ulrech, Christie Verarde

Guest: Jim Gioia

1. **Welcome/Call to Order:**

The meeting was called to order at 2:40 p.m. Quorum was met. Ms. Lang welcomed everyone and thanked them for taking the time to attend the meeting.

2. **Introduction of New Attendees & New Staff:**

No items.

3. **Approval of Agenda and Minutes:**

The agenda was approved unanimously.

Ms. Verarde motioned to approve the December 18, 2009 minutes as written; seconded by Ms. Rose. Motion carried with one abstention.

4. **Budget:**

Additional profits totaling \$432.35 was collected.

Total social account balance is: \$957.33

Training account balance is: \$821.00

Additional Staff Development funds for Flex Day: \$2,000.00

5. **Committee Reports:**

A.) **January President's Report:** Refer to written report (attached)

B.) **Classified Senate Committees:**

a. **Activities Committee/Flex Day Plans (N. Lang/C. Balero):** Several topics/themes have emerged:

- "Hidden Gems of LPC"
- TLC (formerly the Innovation Center)
- Facilities up and coming, tours, Mr. Kratochvil invited to speak.
- Budget discussion and open forum with Dr. Pollard
- Bocce ball (late afternoon)

The overall goal is to plan a day in which opportunities at all levels are made available. A subcommittee is still needed to work on coordination of events, etc. Mr. Eddy volunteered; however, additional support is still needed. Ms. Gach indicated she will send out an email soliciting interest and report back at the next meeting.

b. **Sunshine Report (C. Reding/N. Lang):** A card has been sent to Scott Vigallon and Ann Jones. A brief history of the fund and expenditure process was discussed.

2

c. Fundraising:

1. **Candy Sales (C. Verarde):** A candy box was purchased from Costco. It has been sold, totaling \$24.00. Each candy bar is being sold for \$1.00. Two (2) additional boxes will be purchased and located at Ms. Verarde's desk. The goal is to sell \$100.00 total.
2. **Swap Meet for Staff/Students (W. Eddy):** Approval is being sought for a location on campus to host the event. It will more than likely be held on a Friday. It will mirror the previous silent auction minus bidding. It is possible it will be held on a date after spring break. Volunteers are need and more information is to come. Contact William Eddy for more information. The possibility of including a BBQ was discussed.

6. Old Business:

A.) **SEIU Update - None**

B.) **Scholarships 2010 – How many \$100 scholarships to award:** A brief discussion occurred regarding the funding and amount of scholarships. Initially it was suggested six (6) be funded; however, everyone was reminded of the cost for the Outstanding Classified Award, which is approximately \$300.00. Last year \$500.00 was funded (\$100 each). Ms. Lang noted she would like to confer with Ms. Shreibman regarding the criteria. It was noted Bookstore giftcards are appreciated by students. In conclusion it was determined the same amount as the previous year will be set aside for the scholarships. (5 at \$100 each) due to the tight economic time/budget. It is hoped this can be increased in the future.

Ms. Ulrech motioned to approve five (5) \$100 each Classified Senate Scholarship Gift Cards to the LPC Bookstore; seconded by Ms. Verarde. Motion passed unanimously.

i. **Update on Strategic Visioning Process/Common Ground Subcommittee (Attachments #1, 2, 3):** Dr. Gioia thanked classified staff for their participation in the process. He went on to explain the purpose of the Common Ground Subcommittee is to flesh out ideas for the strategic vision as well as dissect the original reporting relationships and diagram(s) presented. Key Performance Indicators (KPI's) were highlighted and explained. Dr. Gioia reported the Common Ground Subcommittee recommends the March 12 Flex Day be used to "unpack" and work on refining the ten (10) goals in attempt to make them more tangible and measurable with KPI's. The ultimate goal is to improve interaction and processes between all groups involved; as well as develop a consistent, common tool for resource allocation for all disciplines. In conclusion it was noted the Academic Senate is discussing its role in the planning of the Flex Day agenda in conjunction with Staff Development and Dr. Pollard. Ms. Lang thanked Dr. Gioa for his presentation and asked for a motion to approve the work done by the Common Ground Subcommittee.

Mr. Eddy motioned to approve the work of the Common Ground Subcommittee as discussed and presented today; seconded by Ms. Noyes. Motion carried unanimously.

C.) **Outstanding Classified of the Year – Revision and History:** Sharon Gach reported she is working with Debbie Earney and will be distributing revisions shortly. Ms. Earney would like to move onto other projects. It was proposed it be given a more formal "permanent home" in the Bylaws; where the committee structure can be "tightened up" and ownership taken. Ms. Gach requested this be an agenda item at the next meeting.

7. New Business

A.) **Opening for VP of Fundraising:** Everyone was encouraged to solicit anyone interested in filling this position. Contact Ms. Lang for more information.

B.) **Bylaws Review and Discussion:** Due to the nature of the discussion of this topic, it was requested it be moved to the February/March meeting so as to allow for more discussion time. One item for consideration for addition into the Bylaws is how language should be

stated/constructed for new staff/new hires and IT staff moving here, since the college is growing. What reporting/funding mechanisms should be included? It was noted the current language "assigned to" is intentionally vague. More clarification is needed; additionally, concerns were raised regarding voting; specifically regarding concise, clear language. Bargaining unit concerns should remain separate. Ms. Lang noted the Bylaws should be "inclusive of what we mean." In closing, Ms. Ulrech commented on the historical drafting and re-drafting of the document, reminding all it is a tedious project to undertake to revise them.

8. Other

Everyone was reminded Granlibakken is coming up in June. We are eligible for three (3) spots. Anyone interested in attending will need to have the forms submitted by February 26th and let Ms. Lang or Ms. Gach know as soon as possible.

9. Good of the Order

No items.

10. Adjournment

The meeting adjourned at 4:20 P.M.

Recording Secretary: Carie Kincaid

Las Positas College - Classified Senate Meeting Minutes

D R A F T

February 25, 2010

2:30 - 4:30 p.m., Room 1603

Present:

Members (Quorum = 5): Connie Reding, Heidi Ulrech, Judy Martinez, Lilia Camino. *No Quorum.*

Officers (Quorum = 5): *Quorum Met.*

Title/Name	Present	Title/Name	Present
President Natasha Lang	X	Senator Group I Sharon Davidson	X
VP of Communications Sharon Gach	X	Senator Group II Christie Verarde	
VP of Activities Cindy Balero	X	Senator Group III Jeff Sperry	X
VP of Fundraising (vacant)	-	Senator Group IV Todd Steffan	X
Treasurer Sharon Davidson	X	Recording Secretary _____	(Non-Voting)

1. Call to Order

President Natasha Lang called the meeting to order at 2:32 p.m.

2. Introduction of New Attendees and New Members

There were no new members or staff attending.

3. Approval of Agenda and Review of Minutes

The minutes of January 28, 2010 were discussed, but as a quorum was not present they were not voted on.

4. Budget - Treasurer's Report

Sharon Davidson reported that the account balances are as follows:

Social Account balance is:	\$ _____
Training Account balance is:	\$ _____

Additional: funds from Staff Development Cte. for Flex Days: \$2,000.00

Funds were added to accounts this month from:

5

5. Committee Reports (College Committees & Classified Senate Committees)

A. Classified Senate Committees

1. **Classified Activities Committee - Flex Day Plans** - Good discussion held about what we are working on for flex day on April 2nd. Will send survey to see: want Boccee Ball from 2:30 - 4:30 pm, or not? and want two breakouts 12:30-2:30 or just one?
2. **Sunshine Fund** - Natasha, reported on cards sent by Connie Reding for important Classified member events.
3. **Classified Fundraising Committee** - Christie Verarde said she is continuing to sell candy bars and has sold another 2 boxes, totaling almost \$200 so far! As she sells a box she takes the profit and puts it back into purchase of more candy. She also has a cash bag and is tracking purchases and sales. Everyone thanked Christie for her efforts, which are really paying off.
4. **Swap Meet Planning** - Bill Eddy is working on the swap meet, has permission from Security Dept., and Scott Miner volunteered to be the BBQ Master for selling hot dogs for sale. He will email a Save the Date soon (an April date), and a list of items we can accept to sell.

- B. **SEIU Union Update** - Judy Martinez said that SEIU recently gave to District H.R. a proposal for a 'Sunshined' contract for another 3 years, which opened up negotiation on compensation only. The Union awaits the H.R. response. Judy also mentioned that the District HR opened discussion of Sunshining the faculty contract(s), with only discussion of compensation, benefits, and one other item.

C. LPC Committee Reports (other reports online: "Grapevine, Committees")

1. PBC - None.
2. DBSG (District Budget Study Group) - None.

6. Old Business

- A. **Outstanding Classified of the Year - Revisions and History for Vote** - Sharon Gach gave an overview of the history of this project, but as there was no quorum present voting could not take place.
- B. **Bylaws Review and Discussion for Vote** - Sharon Gach and Natasha Lang also gave an overview of the history of this project, but as there was no quorum present voting could not take place.

The group gave Sharon kudos for her work on the above, and President Lang will try to email the above items for vote during the next month.

7. New Business

- A. **Request for New Committee Assignments** - Natasha presented a request from College Council for 2 new types of representatives: i) 3 representatives to sit on the "Common Tool" subcommittee, and ii) 2 representatives for the "Shared Governance Handbook Review" Task Force.

The Common Tool is a set of documents and reports to assist with consistent Program Review over all instructional and non-instructional areas of the college. This Spring the college is adding in non-instructional areas to Program Review. For all departments there will be a number of spreadsheets, prose documents with examples, and other tools that can be used for Program Review. All Shared Governance areas are asked to provide 3 representatives to this sub-committee.

The Shared Governance Handbook Review Task Force is continuing it's work, and College Council requests 2 representatives from each entity.

No one volunteered for either short-term group, therefore President Lang asked if anyone changes their mind to please email her to volunteer.

- B. **Sustainability Task Force Proposal** - President Lang brought a proposal from College Council regarding changing the Sustainability Task Force to an official college committee. The Task Force came to the Council requesting full committee status, reporting to College Council, with members as follows: 2 Administrators, 4 Faculty at Large, 4 Faculty from Divisions, 6 Classified, and 3 Students).

Today's discussion included:

- viability of the idea for an important, but not all-encompassing committee to report directly to College Council, or be a sub-committee of Facilities or another committee
- the importance of sustainability

It was concluded that the Classified Senate felt that we could provide 5 seats on this committee, and that it would be more logical for this to be a sub-committee of Facilities, which Natasha will take back to College Council.

- C. **March 12th Flex Day Activity Report** - President Lang informed the Senate that on March 12th all Classified are invited to the mandatory faculty flex day; with the subject of College Strategic Planning. All services of the College will be closed until 4:30 pm. Dr. Pollard encourages all Classified to participate at every level of this planning day, and she is have all administrators set up work schedules to allow for this. All Classified have an investment in this process as the result will be a Strategic Plan for 2010 - 2015.

- D. **Consideration of a 4 Day/10 Hour Schedule for Summer** - Todd Steffan presented the topic of how to request the option of a 4-Day/10-Hour work schedule for the summer again, citing the various cost-savings of not operating buildings during summer months, etc.

Judy Martinez replied that this is a negotiable union issue and the Senates have no power to request a vote on this in any other venue. She gave the history of how the 4/10 schedule was ended, almost two years ago it was announced at the Labor Management Relations Committee that everyone would work their normal schedule in the summers from now on, and that no discussion was allowed on this matter. The union has had discussion with H.R. on this, but it is not a matter on the table at this time.

8. Other

None.

The meeting was adjourned at 4:22 pm

Minutes recorded by,

Natasha Lang & Sharon Gach



College Council
March 18, 2010

Committee & Constituent Reports

Facilities Committee

The Facilities Committee discussed various trees on campus that needed to be removed and/or their fate determined, such as the Pagoda tree next to the fountain in front of the Library.

The Committee voted in favor of returning the IT space back to the Library.

Bruce Rich provided updates on various facilities projects. The power point may be accessed on the facilities website.

The Sustainability Task Force reported on the Livermore BART expansion, and its progress on establishing itself as a standing committee. There was also discussion on the College making a stance on its wishes for BART service and the campus.

Planning & Budget Committee

There were four primary agenda items for the PBC at its March meeting: presentations for retiree and SERP replacements for ranking, discussion of the Instructional Equipment rankings and results, 2010-2011 Budget Development update, and discussion about some cost saving ideas. See below for an overview of some other issues discussed as well:

- Information item – SurgTech Position (by Dr. Jones). She shared the memo drafted for Dr. Pollard, along with a memo shared by State Chancellor Jack Scott regarding CTE funding and the cuts to grants in relation.
- Retiree and SERP Replacement request presentations by the Deans (Noble, Baker, Manwell)
- IE Rankings Discussion – approval of requests achieving at least 70% of total possible points from the Committee rankings.
- Presentation from Vice President Kratochvil on current status of the 2010-2011 budget.
- Discussion on exploring ways to help offset costs.

District Budget Study Group (DBSG)

DBSG met at the beginning of the month and covered the following:

- The Three Year Budget Analysis sub-committee reported on the spreadsheet/ format that they have put together to analyze budgetary trends and anomalies. So far they have been able to compile data for LPC 2008-09
- There was discussion regarding Accreditation Recommendation #2 - evaluating resource allocation process. It was asked that the Chancellor consider pushing out the report date to allow the colleges time to focus on their reports which are due in October.
- A report was submitted by Vice Chancellor Legaspi of a survey, that he asked School Services of California to prepare, showing the various budget allocation models being used by other multi-college, Community College Districts and what are perceived to be the pros and cons.
- It was requested that a sub-committee be formed to look at the rising health care costs and ways this could be mitigated. It was also suggested that the union leaderships be invited to participate in the review and discussion.
- Concern was voiced by the membership regarding the hiring announcements of two positions at District Services during these difficult times.

From: Karen Zeigler
To: Natasha Lang, Sharon Gach
Date: 3/25/2010 11:18 AM
Subject: Re: Reminder Classified Senate Meeting Today @ 2:30

Hello Natasha and Sharon,

I attended the 23Mar, 2:30-3pm Curriculum Committee meeting that is chaired by LaVaughn Hart. Classified does not have voting input for this meeting.

She also mentioned that the classified members need only attend these meetings, say once a month, during the spring because there is very little being discussed. It's in the Fall sessions, such as the upcoming Fall' 2010 session that the classified attendance of this committee is most helpful with information that the classified attendee(s) needs to submit to the Classified Senate group. Here are my notes:

Quorum was not met, since quorum is 6 faculty members, thus no voting and a short meeting. LaVaughn wanted to know why I was there and I stated that I had volunteered to attend the meeting after the plea from Natasha during the March Classified Professional post-town hall meeting held in building 2400.

There was approval to accept the new Math XX course (Pre-Algebra and Algebra Review, 1 unit, 3 laboratory).
Next meeting is scheduled for 4/26/2010.

After the meeting I asked Dr. Manwell why a classified person was needed to attend this meeting. He said, "Classified is instrumental in helping to put together the 'curriculum materials', since its the classified that are responsible for the data entry. Classified will have a large involvement in the transfer of said data into the new faculty database system referred to as Curricuenet (spelling unknown for Curricuenet).

Have a happy and blessed day,
Karen

Karen Zeigler
Alternate Media Technology Specialist
3033 Collier Canyon Rd
Livermore, CA 94551
DSPA Phone: 925.424.1524

WHICH SENATE AM I ON? :

**A discussion of which District site's Classified Senate a member may serve on.
For discussion and review by LPC Classified Senate, Spring 2010.**

For discussion and decision on possible Bylaws change:

1. Does Classified Senate wish to make one decision about what the phrase 'assigned to' means?

- OR -

2. Does Classified Senate wish to let employees working on the LPC campus (regardless of where their funding or reporting is from) have a choice as to which senate they serve and vote on?

* * *

The Chabot-Las Positas Community College District (C-LPCCCD) has classified employees working at various sites (District Office, Chabot College, Las Positas College). With the situation occurring more often where a Classified Employee of one entity works on the site of another entity (see chart below), a discussion has begun of which classified senate the LPC Classified Senate believes an employee should serve on.

Discussion from the Classified Senate Governing Council included the following points. Further discussion is desired at the Classified Senate regular meeting on January 28th, and after, as needed. It is thought that some changes to the Bylaws may be needed.

It was asked by Governing Council, should an employee:

- o participate in only 1 senate,
- o possibly be 'ex officio' in LPC Classified Senate if another senate is their main one,
- o that if employee not in LPC Classified Senate does not serve as voting member on College committees. (All staff are welcome to attend any College meetings and may voice their opinion.)

A. Current Bylaws state:

3.1 Membership

The Classified Senate shall include two categories of membership:

3.1.1 Regular - all regular classified employees, including confidential and supervisory personnel, **assigned to** Las Positas College.

3.1.2 Ex-officio – classified employees who have been hired at Las Positas College with an On-call or Temporary designation and retirees from Las Positas College who have retired within the past 10 years.

B. The phrase "assigned to" seems to be the main discussion point. Does 'assigned to mean':

1. Where an employee works mainly?
2. Where an employee reports to (on the Organizational Chart)?

C. The Chart below shows examples of the various locations where employees work (even if supervisor at another location), and that their position funding may be from another area/ location's accounts/grants.

Employee Type	Works at LPC	Works at CC	Works at DO	Works at Dublin Site	Reports to	Funded by
M&O	X				DO	DO
One-Stop				X	LPC	LPC & DO
ITS	X				DO	DO
Shared Staff Grants (i.e., ECD, etc.)	X and	X			CC	LPC & CC



*Las Positas College - Classified Senate
Outstanding Classified Professional Award*

PROPOSAL FOR CONSIDERATION - FEBRUARY 2010

History: The District formerly gave faculty **and classified staff** “outstanding” awards at convocation. Some years ago the District decided to **only give the faculty** an award during convocation, and passed on the opportunity to each college to recognize their own classified professionals.

The LPC Outstanding Classified Committee has had two chairpersons since then, Mary Straight and Debbie Earney. As Debbie wishes to step down from chairmanship, the question becomes “What entity is responsible for this award?”

Debbie Earney, Awards Chairperson, and Sharon Gach, VP of Communications, have worked on ‘sprucing up’ the Award criteria and nomination form. They believe that Classified Senate is the appropriate entity to administer the award each year and recommend that the Senate adopt this into its Bylaws.

If the Classified Senate agrees and votes to incorporate this Award process into its Bylaws and Constitution, some **proposed wording is below (A.) for consideration**. This discussion and decision shall be recorded in the meeting minutes

* * *

A. Possible Addition to Bylaws:

“Outstanding Classified Professional Award - The Classified Senate believes that there are individuals who exemplify what being a “Classified Professional” represents. These individuals excel in areas such as customer service, leadership, teamwork, and community involvement. In order to recognize these individuals, the “Outstanding Classified Professional” award program was integrated into the Classified Senate in (mo/year). The Senate wishes to recognize classified professional through this award and it is the hope of the Senate that these individuals will be role models for their peers and co-workers for years to come.

The Senate shall for volunteers to serve on this committee which shall be appointed each January by the Governing Council. The previous year’s winner shall also be invited to serve. The committee procedures shall be kept in the official “Outstanding Classified Professional” binder, approved by the Senate and reviewed from time to time.

The neutrality of the committee members shall be of utmost importance. The Outstanding Classified Professional Award committee members and their relatives shall not be eligible for this award. The award shall be given at the last Town Meeting of each academic year. The Award consists of a cash amount (to be determined by Senate each

year based on available funds), a plaque presented to the Awardee, and the Awardee's name added to the college plaque in the Administration Building Lobby."

Possible Changes to the Award Procedures and Nomination Form:

Debbie Earney and Sharon Gach have worked up some possible changes to make the nomination form and criteria more up-to-date and easier to administer.

*Las Positas College - Classified Senate
Outstanding Classified Professional Award Procedures
Draft Procedures for consideration on 2/25/10--*

Nomination Criteria

1. Nominee must be an LPC employee (fulltime, part-time, hourly, supervisory, confidential, or a district employee who belongs to the LPC Classified Senate).
2. Nominee to have a minimum of two years of service.
3. Retirement plans shall not be a consideration in this award. (Retirees are honored by their departments.)

Nomination Purpose

As you think of nominee(s) consider these attributes, then write why you are nominating this person in the space provided. [Not every item below needs to be addressed.]

- How does the person add to the excellent student and community service in customer service, leadership, teamwork, and/or community involvement?
- How does the person serve as a role model for others? What examples can you give for how the nominee reflects a positive image through all interactions and promotes a positive environment at LPC.
- How does the person rise above average and demonstrate that astounding extra effort?
- Do you know if the person serves now or has served in the past, on any Classified Senate and/or College committees? Does the person actively attempt to continually improve the college for its' students?
- What attributes does this person demonstrate that would make a student want to attend LPC, or another staff/faculty member wish to call on this person for assistance or information?
- Is there anything else you would like to add to help the committee make its decision?

Memo

To: College Council
From: Campus Change Network
CC: Equity Point Person on Committees
Date: February 17, 2010
Re: Modifying Committee Structure to Include an Inclusion Position

One of the goals of the Campus Change Network has been to institutionalize equity and inclusion efforts and ensure that our decisions as well as processes are equitable. This work does not happen in one office or one committee; it's the responsibility of everyone to further this work in the many forms it takes. Decision making, resource allocation and determination of policies and processes are embedded in our Committees. Committees should make a conscious effort to ensure that the decisions it makes and processes it uses do not have a negative impact on equity and inclusion.

At this time we are bringing this forth as an FYI item and will bring a more formal proposal to the College Council in April. We plan to propose that each committee appoint an "Inclusion point person" out of its existing membership. This would not be a new person on the committee. Rather than "policing" committee decisions and discussions this person's role would be to provide committees with an opportunity to consider decisions and processes through an inclusion lens.

This person would help the committee reflect at each meeting 1) Are there any equity/access issues impacted by the decisions we have made?, 2) Has the meeting/process been equitable for all committee members/constituencies, 3) Are there issues we would like assistance with/from the CCN?

This person does not need to be on the Campus Change Network. The CCN will provide support to and garner feedback from each Inclusion Point Person. This would be a pilot project for the Fall 2010-Spring 2011 academic year with evaluation occurring Summer 2011. This is a timely endeavor as there are substantial opportunities of overlap with other campus initiatives such as new Staff Development initiatives, the on-going re-articulation of Participatory Governance (committee charge), and the seminars on dialogue.

Please share this information item with your constituents so this proposal can be discussed at the next College Council meeting. If you have feedback please contact Amber Machamer as we would like to include it in our formal proposal in April.

Thank you for your consideration and guidance as we increase diversity, equity and inclusion through dialogue, reflection and action.