



GROSSMONT COLLEGE
College Council
Thursday, February 28th, 2019
3:00 p.m. – 5:00 p.m.
Griffin Gate
MEETING NOTES

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 checked="" type="checkbox"/> Blanca Valdez	<input checked="" type="checkbox"/> Judd Curran
	<input type="checkbox"/> Mario Bojorquez	<input checked="" type="checkbox"/> Patty Sparks
		<input type="checkbox"/> Barbara Gallego

ACADEMIC SENATE	CLASSIFIED SENATE	ADMINISTRATORS' ASSOCIATION
<input checked="" type="checkbox"/> Joel Castellaw (Proxy: Sue Ganda)	<input checked="" type="checkbox"/> Nadia Almaguer	<input 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
<input checked="" type="checkbox"/> Graylin Clavell

ROUTINE BUSINESS	
1. Welcome and Introductions	Dr. Marsha Gable started the first College Council meeting with a 5 minute video on leadership. She mentioned that everything we do is for the students, and then asked for introductions and Lollipop moments.
2. Establish Quorum (50% + 1)	We have established quorum with 14 members present.
3. Additions/Deletions to Agenda	Additions: 1. Strategic Hire Form: Evaluations Advisor 2. Short Presentation on International Programs
4. Approve Meeting Notes & Follow-up	

NEW BUSINESS

5. President's Comments	Grossmont College President, Dr. Nabil Abu-Ghazaleh spoke about the new governance structure and the magnitude of this new chapter for Grossmont College regarding the past 3 and half years to make this governance reorganization come to fruition. The voices represented at this table say that we will trust each other and that we value each other's voice. We will build a structure that values all voices. Celebrate this change.
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<p>6. Handbook Review</p> <ul style="list-style-type: none">a. Charge Responsibilitiesb. Rules of Engagementc. Establish Norms	<p>The committee members read aloud the Charge of Responsibilities and Rules of Engagement.</p> <p>The council then discussed establishing norms led to a good conversation and the following:</p> <ol style="list-style-type: none">1. Free flow of conversation and raising hands when needed2. Thumbs up/Thumbs down/Thumbs sideways to convey individual council members vote toward action items.<ol style="list-style-type: none">a. It was suggested that the council begins with this process at the start of the conversation to get an idea of where the council is as a group on an action item to gauge if further information on the topic is needed.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 possibly taking the last 5 minutes of the meeting to do this.5. Estimated times for each agenda item: up to the Convenor's responsibility6. Reminder – no rank in the room7. Reminder – body language8. Once a semester have a social gathering9. Starting and Ending the meeting on time10. Respect each other<ol style="list-style-type: none">a. Keeping dialogue respectfulb. No rank in the room but for those that wish to use titles respect their choice to do so11. Revisit norms regularly: frequency<ol style="list-style-type: none">a. Look at the beginning, half way point, and looking at the endb. Revisit once a year, with the caveat that if an issue rose the committee could revisit that norm immediatelyc. Revisit at the beginning, half way and the endd. Address the norms at the beginning and if issues persist to address them then12. Reimagine meeting space<ol style="list-style-type: none">a. It is more important how everyone treats each other than how the room is set up; knowing how many people are going to attend plays a factorb. Oval set up for better viewc. Each intimacy through engagementd. Afraid of being able to hear everyone, and would like to see everyone13. Professional development component embedded in this: interpersonal communication and utilize campus resources to do so: how often and how much time to do so<ol style="list-style-type: none">a. Something that could be done to engage the groupb. Bring in people when it is relevant about specific topicsc. If it helps the subject matter then definitely14. Use of technology<ol style="list-style-type: none">a. Using phones only in an emergencyb. Use for an emergency, and to do a quick movement away from the table to acknowledge to address somethingc. Mindful and engaged and professional about the meetingd. Be professional and mindful of the meeting15. Repeating what was voted on after the vote16. Education/background from other committees to make appropriate decisions
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7. Standardized Recommendation Form	Graylin Clavell will work on a draft of the Standardized Recommendation Form to bring to the next College Council meeting.
8. Strategic Hires	

COMMITTEE REPORTS	
9. Accreditation	
10.	

DISCUSSION	
11. International Program Discussion (Aaron Starck)	TABLED
12. Schedule of College Council meetings for the Summer	TABLED

FOR CONSENSUS	
13. Strategic Hire: Evaluations Advisor (A&R)	The committee found consensus to move forward with the Evaluations Advisor strategic hire.
14.	

FOLLOW-UP		
Who	Item	Timeline

<p>15. WORK AHEAD</p> <ul style="list-style-type: none"> • Announcements • Preparations for future meetings
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<p>NEXT MEETING: March 28, 2019 / 3:00pm-5:00pm / Griffin Gate (PROPOSED DATE: Wednesday, April 3, 3:00pm-5:00pm/ Loc. TBD)</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:

- There is no rank in the room when at the committee table. All participants are treated as peers, both between constituencies and within constituencies.
- Speakers will be heard one at a time and without interruption. Participants will allow for moments of silence for thought and other viewpoints. In consideration of hearing all feedback, members should be mindful of how often and how long they speak. Equity in consensus building means including diverse perspectives at all levels of the organization.
- Members will be engaged and contribute, and challenge ideas, not people. All meeting attendees will be respectful/civil in their comments, responses, and body language.
- Members will listen to others, and seek to focus on the merits of what is being said, while making a good faith effort to understand the concerns of others. Council/committee members are encouraged to ask questions of clarification.
- Each person reserves the right to disagree with any proposal and accepts responsibility for offering alternatives that accommodate individual interests and the interests of others.
- All members should be mindful of the language used in discussions, including use of "I" statements instead of "they" attributions to relate anecdotal evidence or experiences. Members are encouraged to use an asset-minded approach that focuses on what works and how something can be done. This is in contrast to a deficit-minded approach that focuses on the negative and why an initiative, idea, or project can't get done.
- All council/committee members will be aware of the purpose and responsibility of their committees. When issues arise in discussion that are not supported by the committee's charge, the chair will identify the proper council, committee, or constituency group leadership for review, and forward the issue for consideration.
- Once consensus is reached after deliberation, council/committee members will support the group's recommendation.