GROSSMONT COLLEGE

GROSSMONT COLLEGE
College Council
Thursday, May 28, 2026
3-5 p.m.
Living Room

MEETING SUMMARY

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.

CONVENER (NON-VOTING)	ASSOCIATED STUDENTS OF GROSSMONT COLLEGE (ASGC)	ADVISORY (NON-VOTING)
☒ *Pam Luster, Interim President*	☒ Lu Tri Vi Huynh	☐ *Colleen Moreno, CSEA* ☐ *Proxy: Julie Bennett, CSEA*
	☒ Joel Sanchez	☐ *Julio Soto, AFT*
	☐ Nathaniel Harris	☐ *TBD, Administrators Association Rep*
	☒ Eric Anzures	☐ *Courtney Willis, Int. VPSS*
		☒ *Joan Ahrens, Int. VPAA*
		☒ *Meya Alomar, VPAS*
		☐ *Tate Hurvitz, Int. Sr. Dean, CPIE*
		☐ *Ernesto Rivera, Director of College and Community Relations*

ACADEMIC SENATE	CLASSIFIED SENATE	ADMINISTRATORS' ASSOCIATION
☒ Sharon Sampson	☒ Andrew Hellier	☐ TBD
☒ Richard Unis	☐ Bryan Lam	☒ Sara Varghese
☒ Jeff Waller	☒ Brandi Tonne	☒ Nancy Saks
☐ June Yang	☒ Michele Martens	☐ Javier Ayala ☒ Proxy: Maura Mehrian

RECORDER	GUESTS
☐ *Bernadette Black*	Karo Macias, Juan Carlos Reyna, Victoria Rodriguez
Italicized = Non-voting	

ROUTINE BUSINESS	
1. Welcome	Pam welcomed everyone to the last meeting of the semester.
2. Establish Quorum (50%+1 of voting members)	Quorum was established.
3. Additions/Deletions to Agenda	No additions/deletions.
4. Approve Meeting Notes (4/23/26)	Motion to approve: Jeff Waller Second: Vi Huynh The meeting notes from 4/23/26 were unanimously approved.
5. Public Comment (3 min max per comment)	No public comments were made.

DISCUSSION OF PRIOR AGENDA ITEMS / OLD BUSINESS	
1.	

FOR CONSENSUS *

** On College Council, consensus is reached when at least three-fourths (75%) of voting members present are in agreement, and if there are no more than two members from any one constituency who disagree, then consensus to move recommendation forward to President is reached.*

1. Recommendation to Advance the Respiratory Therapy Baccalaureate Degree Program Proposal to Full Application	Sharon reported the Feasibility Taskforce was convened to review cycle two of the BDP proposals. The taskforce was charged with conducting a systematic review of the BDP proposals using a rubric. A total of two proposals were submitted – Respiratory Therapy and AOJ. The taskforce determined that only one proposal should be recommended for advancement to the full application stage and that was RT. Sharon reviewed the taskforce's process, noting that the Curriculum Committee is presenting another version of the feasibility process at Monday's Senate meeting. For this cycle, they reviewed the application, a program review document was created and each member had the opportunity to review sections. They also reviewed the rubric and continued to engage in the process. Interim VPAA Joan Ahrens was the chair. Sharon noted the taskforce was objective in their review, representing the entire institution and not just their personal interest. Sharon reviewed their evaluation process. The RT proposal will provide significant value to the college by expanding educational opportunities that directly align with workforce demands, student success goals, and the institution's mission to serve the regional community through equitable and career-centered education. Joan added that one of the most important components was that the proposal addresses workforce shortages in this specialty in the region; it is a community need. Nancy added that the RT faculty are excited and committed to doing the work. Sharon stated that this is now coming to College Council as a formal recommendation to move forward. Motion: Vi Huynh Second: Jeff Waller The recommendation was approved by College Council. Pam thanked everyone for their work, and noted this is great news as RT at the State Chancellor's Office is one program that has no problems with CSUs. It's on an automatic approved list if our application scores high enough. She also talked with Javier about resubmitting for CSIS.

NEW BUSINESS	
1.	

INFORMATION	
1. Strategic Hires: • Health Services Supervisor (SU-00012) • Custodian (CL-00058) • Custodian (CL-00117) • Computer Lab Technician (CL-00347) • Administrative Assistant III/Math and Science (CL-00519) • Program Specialist/ARC (New) • Health Services Nurse (CL-00494)	Pam reviewed the list of strategic hires moving forward.
2. Decisions on Prioritization Recommendations	*Classified Staffing Prioritization:* Pam reminded the group that at the beginning of the year, we used the current list to fund seven positions. We have been challenged in getting those positions on board; two are finally finishing up and the other five are finally getting moved forward. She noted that we have had a number of classified positions filled through the strategic hire process. At this moment, we do not have any open, vacant funded positions to apply towards the prioritized list. Every time there is a separation, they use the classified list to evaluate whether the position being vacated has a higher priority than those on the prioritized list. She thanked the classified staffing committee for their work. *Faculty Staffing Prioritization:* Pam noted they have five funded positions. In biology, they had someone who resigned in March who was in their tenure process, therefore, this position will be filled outside the prioritization process. • ESL: Two FT instructors were hired a couple of months ago, and one instructor resigned; the need is great • Theater: One faculty is leaving • Anthropology: There is a high demand; ratios to FT and PT are compelling • BOT: They are down to one person. Also, there is interest in expanding noncredit offerings • Retention Counselor: The goal is to intervene and help students with retention. This supports collegewide retention and enrollment priorities. • Music: Retirements of two key faculty; important to support • Psychology: High demand/high enrollment • Counseling 1 (general): Position is recommended if we get additional positions. • Art History: Needs further review of FT load availability. • Second ESL position: Not recommending right now

2. Decisions on Prioritization Recommendations (cont)	Pam noted that if we have more funds, she will be more than happy to go further down the list. Karo inquired about counselor positions that have never been replaced, and asked how to get those positions back. Pam noted that those positions are no longer in the budget and that they would have to look at the organization. Sharon asked where the retention counselor would be housed, and Brandi noted that they would be in the Student Success office. Joan added that we lose 50% of our students so a retention counselor is critical. There was further discussion about what can be done systematically to respond to efficiency. Joan responded that we have overscheduled for many years. Those modulars are supposed to be used for swing space for construction, however they are being used for classrooms and the buildings are declining. We are not using our spaces efficiently. She stated that they do not look for reasons to cancel classes; they look for reasons to offer what students need. It is not fair to students when classes have to be canceled and that will happen if we continue overscheduling. The focus should be on the student's educational goals, but we also have an obligation to the public.
3. Slice of PIE	There was a brief discussion about efficiency rates dropping. We are currently at 12.78% efficiency when ideally it should be 17% to 17.5%. Joan added that along with efficiencies and fill rates, they think about all the variables and what the students need. It was noted 85%-90% of the budget goes toward salary and benefits, so in order to meet the wages of our employees, we need to be efficient with scheduling.
4. Spring planning forum summary	Written report from Tate Hurvitz: At our most recent planning forum on April 24th, roughly 70 faculty, staff, students and administrators gathered to review "key performance indicators" which help chart our progress in serving our students and reaching our goals. This was followed by a series of interactive discussions designed to help identify which of the College's 5 strategic goals would be the top priority for the next academic year. Overwhelmingly, the decision was to prioritize "Community Collaboration." The College Planning and Institutional Effectiveness Department will be gathering and synthesizing a variety of data from and about our community, as well as our existing and emerging programs and partnerships to present at the Fall Planning Forum on September 11. This will allow individuals and departmental teams to digest and discuss possibilities in advance of submitting annual unit plans and resource requests on October 9th.
5. Grossmont Listens: Community Forum Project	Pam reminded that during convocation, we had a community panel to kick off how we can better embed ourselves with the community and learn what they need from us. Our next strategic plan is for 2028 therefore we need to begin our planning cycle. The goal is to host community forums for our partners in education, business, social services, and faith services. Pam extended an invitation to College Council to join the forums. The findings will also be shared out with the college community.

6. Accreditation Update	The ACCJC review team will be reviewing random online courses after June 5th. The goal is to have 85% of the classes meet RSI. If they do not, it will mean automatic compliance in their report. Even if we meet the threshold in September, we need to demonstrate steps to ensure RSI since their initial review. In a regional convening of Online Education Coordinators, there was discussion of a potential weekly check in assignments which could be dropped into the end of each weekly module – and which might ensure minimal compliance if completed. The site visit is scheduled September 23rd and 24th.

DISCUSSION	
1.	

CONSTITUENCY AND COMMITTEE REPORTS (2 minutes maximum)	
1. Constituency Updates: ASGC, Academic Senate, Classified Senate, Administrators Association	**ASGC:** Vi reported they had their last meeting on May 15th. They approved the final draft of their budget and final mascot design which will go in the next fiscal year. He shared about students travelling to meet state legislators and watching a session in the assembly. Pam thanked him for his leadership. **Academic Senate:** Sharon shared that their last meeting is June 1st. They will be finalizing APs and BPs, and then celebrating faculty retirees and the senate administrative assistant who is leaving. A final report was sent to Senate summarizing the work accomplished, and goals they are continuing to work on. She noted they are going to follow up on the JEDI committee and how to move forward. She added they also want to look into hosting a workshop on equivalencies. Further, they are looking into creating a taskforce that looks at policies that are coming from the state to stay ahead, which would start in the fall semester. Sharon added that Karen Caires and Lara Braff will be the new academic senate reps for College Council starting next year. Jeff shared his appreciation to Sharon for providing constituent reports. Richard acknowledged the work from the part time faculty, and working on recruitment, setting up orientations, and campus tours. **Classified Senate:** Andrew acknowledged last week's classified employees' week and thanked the president's office for the appreciation breakfast. The classified senate also hosted an appreciation luncheon as well. Next week, several classified professionals will be attending CLI. He plans on preparing a report and sharing out with the institution. For the summer, Dr. Rodriguez will be hosting a summer leadership professional development series for classified professionals. At the last Senate meeting, Nadra Farina Hess presented on the butterfly project, which was an extension of the holocaust museum, and Senate is planning on a group to participate in decorating a butterfly in memory of a child who died in the holocaust. The butterflies will then be part of a display. Also, as part of the museum, our students did the voiceover translation which is now permanent with the exhibit. Pam added that the governing board will be honoring Nadra at their meeting for her work on the holocaust museum. **Administrators Association:** Nancy reported their full reopener was received by the district. They are exploring PD for administrators and are taking a regional approach. A spring social is scheduled on June 17th. Sara

	and Nancy are completing their terms on College Council. Maura invited everyone to the Child Development Center's end of year celebration tomorrow in the main quad.
2. Budget Committee (BC)	Meya reported they met on May21st. They discussed the Income Allocation Model, end of year average, and a facilities update was provided. They are on track for 51/55. There is an agreement with DLR to do a migration assessment for the mid 500s. They are also working on the guard rail project. The water meter project is complete and Padre Dam will be installing additional equipment. The construction in building 34 starts Monday. They entered in an agreement to get carpet cleaning beginning this weekend. Also, the flooring for the gym for convocation has now been purchased and will no longer need to rent. Pam clarified that the migration assessment with DLR is for the 500s and 200s. We do not have a system internally that does a good job when repopulating buildings. She added that ESBS and CSIS will be moving back in 51/55. The migration plan will help with what we need to build. The blueprint of building 36 will no longer support the mid50s, which is funded under our current bond. It was reported that there will be modifications made to the gym with the current bond, including new bleachers, a floor that meets the requirements of all sports, air conditioning, and fresh paint. The exterior will stay. Pam added they are looking into including some of the locker room facilities in this upgrade as well. Funds were also set aside to keep the 200s operating. In terms of a bond, they are prioritizing the 200s and adding a CTE program for welding. We do have some grant funding to support this. Faculty member Kaiya has been taking the lead to explore this year. Pam added they want to look at a new child development center, wayfinding on campus, and support student services. CalWORKS is currently in a portable and will need to find another space for them. Under secondary effects, Pam noted the need to look at building 62. She added that we wrote a grant for Sara Jacobs' office and she has funded us for a student parent center for the campus, so we will need to determine where that will be located. Further, she added that they will look at the pool however, pools typically don't poll well. The board will vote in July to move forward with a bond. Pam added that they have met with several elected officials and all have showed support.
3. Facilities Committee (FC)	
4. Planning and Institutional Effectiveness Committee (PIEC)	
5. Professional Development Committee (PDC)	Meya reported they are finalizing areas of focus to be submitted to the IEPI team after president's review.
6. Classified Staffing Prioritization Committee (CSPC)	

7. Faculty Staffing Prioritization Committee (FSPC)	
8. Student Success & Equity Committee (SSEC)	Meya reported they are putting together a Student Equity Plan retreat in July to check on progress.
9. Technology Committee (TC)	
10. Accreditation Steering Committee	Updated provided.

FOLLOW-UP		
Who	**Item**	**Timeline**

Participatory Governance:

College Council Website

Governance Handbook

College Council Recommendation Form

<u>NEXT MEETING</u>: No Meetings During the Summer!

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.

Engagement Norms

In participatory government, a high level of collegiality, respect, and civility is expected. Those expectations include the following rules:

1. Free flow of conversation and raising hands when needed.
2. Thumbs up/Thumbs down/Thumbs sideways to convey individual council members vote toward action items.
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 taking the last 5 minutes of the meeting to do this.
5. Estimated times for each agenda item is up to the Convener of the council.
6. No rank in the room, but those that wish can use salutations.
7. Please keep dialogue respectful.
8. Reminder – body language.
9. Once a semester we have a social gathering.
10. Starting and Ending the meeting on time.
11. Respect each other.
12. Repeating what was voted on after the vote.
13. Education/background from other committees to make appropriate decisions.
14. Use of technology/cell phones is only in an emergency, and to be mindful and professional of the meeting.
15. Norms will be revisited once a semester for now.

Virtual Norms (Established April 2020):

1. Consensus / voting: (a) state item for vote in the chat, (b) record votes in chat grouped by constituencies.
2. Use the raise hand feature in the participant window when you wish to speak.
3. Mute microphone when not speaking.
4. Record the meetings for note taker to use as needed.
5. Consider ways for guests to observe (i.e. use “Registration” feature for meetings. Keep the chat area reserved for voting and advisory members.