GROSSMONT COLLEGE
Staffing Committee
March 21, 2024 | 3 – 4:30 p.m.
[Zoom Meeting](#)
AGENDA

Purpose: The Staffing Committee is responsible for drafting Grossmont College's multi-year Staffing Plan based on Educational Master Plan and Strategic Plan goals, and for monitoring the implementation of Staffing Plan to promote employment equity and diversity consistent with the college's mission, vision and values. The Grossmont College Staffing Committee is responsible for prioritization of faculty and classified staffing requests from annual unit plans.

CO-CHAIRS	ASSOCIATED STUDENTS OF GROSSMONT COLLEGE	*ADVISORY*
☒ Marsha Gable	☐ Naomi Alacron	☒ Agustin Albarran
☒ Graylin Clavell	☐ Sebastion Deleon	☐
	☐ Gian Cortez	

ACADEMIC SENATE	CLASSIFIED SENATE	ADMINISTRATORS' ASSOCIATION
☐ Janette Calo	☐ Chad Deitchman	☒ Maura Mehrian
☒ Angela DiDomenico	☒ Lisa Brlas	☒ Loren Holmquist
☐ Vacant	☐ Graylin Clavell	☐ Luma Shamon

EX OFFICIO	RECORDER	*MEMBERS from CSPC and/or FSPC*
☐ VPAS (TBD)	☒ Christine Girsch	☐ Agustin Albarran (FSPC)
☐ Luma Shamon (CSPC)	**GUESTS**	☐ Brodney Fitzgerald (FSPC)
☐ Agustin Albarran (FSPC)	☐ Victoria Rodriguez	☐
	☐ Karolia Macias-Madrigal	☐
	☒ Chris Yatooma	
	☒ Joan Ahrens	

ROUTINE BUSINESS	
1. **Welcome and Introductions**	Marsha welcomed all.
2. **Establish Quorum** (50% + 1)	Not met
3. **Public Comments**	None
4. **Additions/Deletions to Agenda**	None
5. **Approve Meeting Summary & Follow-up**	February 15, 2023 Minutes- tabled to April 4 meeting
6. **President Update**	None

ROUTINE BUSINESS
NEW BUSINESS

1. **AB 928 Analysis (Dr. Joan Ahrens)**	Dr. Ahrens' AB 928 (student transfer achievement act of 2021): • 2 different unique pathways with unique requirements. • State requested to develop a singular pathway. • BOT to vote in May of 2024, implemented in fall 2025. • ADT will become primary transfer pathway- reduces excess units, many students had to repeat classes they have already taken • Cannot go over 6 additional units over the 60 unit threshold (CTE can go over 60) • Shared the proposed pathway • Lifelong learning and self-development is eliminated • Languages other than English eliminated • Ethnic studies added • CSU GE breadth includes but is not included in the IGETC • Shared analysis posed questions to researchers concerned if a course does not make it onto the package that overall enrollment will be impacted. • The courses that are not included in the GE Breadth and CSU, can still be used towards the AA/AS degrees (not the Assoc Degree for Transfers) • Concern for the student to not want to take these courses since they won't transfer later, if decided to transfer. • Could impact staffing decisions due to the courses that will not be needed and included in the IGETC if students do not take the classes that are non-transferrable AUP update and how the process went this past year: • June 01- Deans notify CPIE intent to request FT faculty, CPIE returns data to deans in August • AUP's and accompanying resource requests due 1st Monday in October- deadline of June 01 is not a hard deadline but leaving it to the last minute will not be able to be accommodated • Using Nuventive for the first time last year had some hiccups that they are working out redundancy = merged AUP and resource request applications- vetted through prioritization committee • Concern over creating a new rubric • Reworded question: impact on student learning (section 3), new question- consequence of not funding • What type of data should be available in Nuventive? • New technology with Nuventive- should align AUP timeline with fiscal and academic year- final decision on how many new staff members to hire is delayed to due budget announcements, which brought it into the summer when faculty are off contract. Best time would be to start in the fall. • Those that have Program Review did not have to do the AUP. Program Review (PR) was used instead. Decision moving forward to ask those doing PR to write 1 paragraph on any changes from the last AUP • The prioritized list was met with critique. Data not being the only factor • Ideal ratio FTES/FTEF is 17.5; WSCH/FTEF is 525 contact hours • Suggests while working with the prioritization committee 25 presentations were made at the last FPSC. Possibly have the Instructional Dean's do the presentations instead of Chairs/Faculty. Gave a demonstration from another college that Joan was a part of showing how the Dean's presented. • The process for how the staffing committees would work would have to go through the Governance process prior to making any changes.

| 2. | **FON (Chris Yatooma)** | Faculty Obligation Number (FON): The annual number of FT faculty a college district must hire as calculated by the state chancellor's office. Adjusted yearly and calculated twice a year by the state (beginning of the year and, at the end of June). Went over data from the last 3 years. Districts only need to be at the lower number. When must the institution be in compliance with the FON if the data fluctuates? |
| 3. | **Student Equity Plan (Victoria & Karolia)** | **Tabled to April** |

DISCUSSION ON PREVIOUS AGENDA ITEMS *(Time Permitting)*	
1. **Staffing Plan: Review Input of Compton College Staffing Plan** **One Drive Sub-Group Plan Doc**	- Chapters 1-3 - Chapters 4-6 - Chapters 7-9

REPORTS	
Classified Staffing Prioritization Comm. (CSPC)	
Faculty Staffing Prioritization Comm. (FSPC)	Group presenting in May

FOR CONSENSUS * * Consensus is reached when at least 75% of voting members present are in agreement on a decision (Gov. Handbook pg. 10).	

FOLLOW-UP		
Who	**Item**	**Timeline**
Groups	Staffing Plan work	April meeting
Joan to share with Graylin	Staffing tables	

WORK AHEAD
- **Develop Staffing Plan**

NEXT SCHEDULED MEETING: April 18, 2024 (3pm-4:30pm) / ZOOM

CONCLUSION
Meeting adjourned at 4:20pm.

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.

Virtual Meeting Norms
At the meeting held virtually on April 16, 2020, virtual norms were discussed and established.
- Use the "raise hand" feature in Zoom participant window to avoid talking over each other.

- Mute microphone unless talking.

- For consensus items, the Recorder will type the consensus item in the chat window and voting members will enter:
  - "thumbs up" or "approve" for yes votes,
  - "thumbs down" or "do not approve" for no votes, or
  - "thumbs sideways" or "neutral".