

Leadership Council

Minutes

Friday, August 21, 2020 at 9am

ZOOM

Attendees:

Council Members: Mark Vest; Rebecca Hunt (Proxy for Ann Hess); Betsy Wilson (Proxy for Gail Campbell); Debra Myers (Proxy for Judy Yip-Reyes); Scott Flake (Proxy for Amber Hill); Curtis Stevens; Peggy Belknap; Amber Hill; Donna Krieser; Pat Lopez; Wei Ma; Jeremy Raisor; Kevin Jones; Jennifer Bishop; Josh Rogers; Jessica Clark; Maderia Ellison.

Others Present: Paul Hempsey (Recorder); Elizabeth Oliphant; Michael Broyles; Colleen Readell; Ryan Jones; Gary Santillanes; Sandy Manor; Susan Jensen; Allison Landy; Ruth Zimmerman; Lauren Maestas; Melody Niesen; Jonathan Schrader; Chun-Hung Wang; Ryan Orr; Luann Crosby.

1. **Call to Order:** President Vest called the meeting to order.
2. **Roll Call and Quorum Check:** Paul Hempsey conducted a silent roll call and declared a quorum present.
3. **Approval of Minutes from July 31, 2020:**
Peggy Belknap noted the wrong month had been added to item 4 in the minutes.

*Peggy Belknap made a motion to approve the minutes from July 31, 2020 as amended. Jessica Clark seconded. **The motion passed unanimously. Pat Lopez abstained.***

4. **Review of Tasks from July Meeting:**
President Vest reviewed the tasks from the July 31 meeting.

5. **Old Business:**

- A. **Payroll Update**

Lauren Maestas provided an update on the Payroll RFP including the second demonstrations requested and implementation plans.

Kevin Jones asked if the 12-month pay option for faculty was part of the discussion. Lauren Maestas reported that both the finalist would be capable of doing this.

President Vest asked if the timeframe, with a January start date was still viable and Lauren noted that it was still the hope.

- B. **Food Pantry**

Betsy Wilson, standing in for Gail Campbell, provided the recommendation on setting up a food pantry for all locations at the college requested at the July meeting and answered questions.

*Pat Lopez made a motion to approve food pantry recommendation as amended. Donna Krieser seconded. **The motion carried unanimously.***

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C. **Spring Convocation**

Dr. Wei Ma provided answers to the questions Leadership Council, asked at the July meeting, with regards to having Dr. Rob Johnstone be the keynote speaker at Spring 2021 Convocation.

The Council discussed the benefits of having Dr. Johnstone attend in person or virtually, doing a one-hour keynote, doing a one-hour keynote with an in-person visit once the pandemic is over.

Ryan Jones and Melody Niesen offered to discuss at an upcoming SSA meeting and contact Dr. Johnstone and bring a recommendation back to the Council at a future meeting.

D. **Professional Development Procedure**

Interim CHRO Belknap agreed to work on the procedure with help from Rebecca Hunt.

E. **Integrated Strategic Planning**

Jeremy Raisor provided the Integrated Strategic Planning update for Judy Yip-Reyes and asked for council members to begin discussing Mission, Vision, and Values with their shared governance groups.

Pat Lopez confirmed that the new Strategic Planning Oversight Committee (SPOC) would contact Shared Governance groups to be place on their agendas.

6. **New Business:**

A. **Diversity, Equity, and Inclusion**

Dr. Elizabeth Oliphant provided a brief history on how the grassroots effort on Diversity, Equity, and Inclusion (DEI) began and how the original membership had grown and where they would like to go from here. The group would like to update Leadership Council on a regular basis.

Elizabeth provided the preliminary results from the pre-Convocation survey noting that 120 employees responded and more information would be provided in a newsletter the group would like to publish for the college. The group has also started a Slack channel, which anyone is welcome to join, and hope to hold monthly meetings.

Melody Niesen provided an overview of the Inclusive Excellence framework the group planned to work from and Elizabeth provided tentative plans for the Fall semester.

Elizabeth asked the group to support the general direction of the group, allow future reports at Leadership Council meetings, and give the opportunity for further follow-ups to the college on DEI topics each semester.

Peggy Belknap made a motion to support the three requests from the DEI group. Jessica Clark seconded.

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Jennifer Bishop suggested the DEI group should be a sub-group of the Student Success Alliance. Allison Landy commented that both groups were important enough to be sub-groups of Leadership Council. President Vest noted the groups were closely related.

Pat Lopez asked where funding for special projects comes from. President Vest responded that it would need to be discussed at future budget discussions. Betsy Wilson and Melody Niesen noted that grant funds were available for these projects and would be looked at as they are discovered.

Dr. Wei Ma asked if there were any students currently involved in the DEI group. Melody Niesen noted that there were not any currently but it was something the group was working on.

The motion carried unanimously.

B. Student Success Alliance

Melody Niesen, with input from Ryan Jones, presented the recommendations from the Student Success Alliance (SSA). Ryan mentioned that, although there are a lot of crossovers between SSA and DEI, he did not think they should be joined in any way so as not to stifle the work of the DEI group.

Allison Landy asked for clarification on the decision-making process that may be written in to the new version of 2125. How would other Shared Governance groups be given the opportunity to discuss recommendations that come to Leadership Council before a formal decision is made. Melody Niesen commented that any recommendation brought by SSA would include a recommendation of who at the college should be responsible and that the person/group would have been involved prior to the recommendation being made to Leadership Council. President Vest noted that he would bring 2125, with a desired implementation framework, to the group for review and discussion to make sure the question was addressed in the new version.

Josh Rogers made a motion to approve the recommendations as amended. Wei Ma seconded. The motion carried unanimously.

7. Adjourn:

President Vest declared the meeting over.

Tasks

- Update Procedure 2125 – **Mark**
- Bring a recommendation on Dr. Rob Johnstone to a future meeting – **Ryan Jones and Melody Niesen**
- Ask Shared Governance groups for a spot on their agendas for the Strategic Planning Oversight Committee – **Mark, Jeremy, and Judy**