

would like to get on your agendas as soon as you feel that it is feasible. This discussion will be at least 30 minutes, but depending on people's interaction, could be even longer. However, we recognize that people have to get the work of the College done first, so whenever the committees are able to accommodate. **Comment:** We also plan on sharing the Brave Space article with you, so that you may read the definitions before engaging further in the work needed. **Question:** We have many big conversations that are going to require us all to be brave and open to participating in them. I wonder if it might be better to do one large, more in depth presentation like this during flex week instead of individual ones? **Comment:** I suggest we get these into our meetings this fall so that we can start our discussions in January 2021. I believe it is important to have that safe shared platform. **Comment:** We have to make sure that we have management, faculty and classified be part of the conversation. It is important to have all constituency groups versed in as part of this. I do want us to be cognizant that in venues like these, it is often students and classified staff who feel like they have the lowest voice, even if they're in the room. And so, I think it is important that we make sure that everyone has an equal opportunity. **Comment:** Since Tijan and Priscilla are no longer part of our team, we definitely do want to have a wide cross-section of the college involved in this. **Comment:** Thank you Mark and Maggie for today's Leading from the Middle update, and on behalf of all of us, thank you for the effort that you have done and continue to put forth in this arena. Definitely look forward to meeting with you and continuing the collaborative efforts.

3. Student Achievement Action Plan

- Jeff O'Connell, faculty member and UFO President, presented the group's proposed action plan for Goal 1: Objectives 3, 6, 7, and 12 of the [2020-2025 Strategic Plan](#).
 - Please see [Student Achievement Action Plan](#) for a detailed outline of the action plan proposal. It was noted that these will continue to evolve as needed. Group included Sara Goldware, Mike Bowman, Yvonka Headley, and Jeff O'Connell.
 - **Question:** Why do we not take into consideration factors that can improve our student retention rate? Offering an Honors Program at Ohlone could be a good student retention strategy. **Answer:** This is a great suggestion; the Honors Program idea is a better fit with the Student Learning and Student Experience Action Planning Groups. However, if this doesn't show up in either of those report outs, we will see that it gets placed somewhere.

4. Supportive Environment Action Plan

- Shairon Zingsheim, Vice President of Human Resources and Training, presented the group's proposed action plan for Goal 4: Objectives 1, 2 and 3, of the [2020-2025 Strategic Plan](#).
 - Please see [Supportive Environment Action Plan](#) for a detailed outline of the action plan proposal. It was noted that these will continue to evolve as needed. Group included Delphyne Rollins, Marco Escalante, Sheryl Einfalt, and Shairon Zingsheim.

5. Communication Action Plan

- Chris Warden, Academic Dean of Kinesiology, Athletics, and Arts, presented the group's proposed action plan for Goal 5: Objectives 1, 2, 3, and 4 of the [2020-2025 Strategic Plan](#).
 - Please see [Communication Action Plan](#) for a detailed outline of the action plan proposals. It was noted that these will continue to evolve as needed. Group included Binh Nguyen, Matthew Ng, Jennifer Zhou, and Chris Warden.

6. Heard it Through the Grapevine / Looping / Suggestions for Future Topics

- **Comment:** ASOC is providing the Needs-Based Grant in the amount of \$250 that will be awarded to ten students each semester and can be used as assistance for educational-related expenses for those who are in need. To qualify, all students must complete an application, obtain and maintain a 2.5 GPA and be consecutively enrolled in 5 units. Thus far, we have received many applications and would like to ask that we continue to share this information with faculty and students.

7. IEPI-PRT

- Chris Dela Rosa, Vice President of Administrative and Technology Services introduced the Institutional Effectiveness and Partnership Initiative Team who presented a short debrief on what transpired during the October 12, virtual visit.
 - The IEPI-PRT team shared overarching themes, thoughts, and observations about the three topics submitted for assistance; Staffing Plan, Enrollment Management, and Recourse Allocation Model:

Staffing Plan:

It was noted that the biggest topics mentioned were the idea of cross functional staffing planning processes. Integrating input from all areas of the College to ensure that staffing is being looked at from a holistic view while being transparent. There is interest in understanding how staffing decisions relate and how they are part of a comprehensive strategic plan that allows feedback to help understand why a position was replaced and/or why a position was added in a specific area.

Enrollment Management:

There was discussion in regard to the holistic umbrella of Enrollment Management and the desire for a shared understanding, not just of what Enrollment Management is, but also about the working parts and the setup regarding scheduling under the Enrollment Management umbrella. The College would also like to make things easier for students. Ensuring students are not having to go through multiple windows to get enrolled or that they are not being past onto different areas to get to the appropriate department when contacting the College. Making sure Ohlone is a place where students can navigate in a friendly, streamlined process.

Resource Allocation Model:

The overarching need for transparency in regard to the process and feedback of what decisions were made was articulated to be not very well understood. Clarity seems to be desired and while the College is doing very well at budget planning, there is an opportunity now to connect the Resource Allocation Model to the Student-Centered Funding Formula, including those supplemental allocations that focus on providing equity to low income students and encouraging outcomes with the result to leverage the state apportionment funding opportunities and in turn, augment the grant and categorical work that is necessary to the College's mission. There is also a desire of wanting to know why certain PIOs are being funded and others are not. It was identified that those PIOs clustered with programs that are similar to each other, may dampen innovation because those unique programs that have unique requests or needs, are unable to get lumped in, which is the sort of way PIOs get funded.

- A meta-theme was identified based on what was heard from across the differentiate groupings - *a need for inclusive, holistic, transparent, and student focused processes with clear feedback loops codified for each group*. Moving forward the IEPI-PRT will develop a 'Summary of the Initial Visit', a brief report, that should be made available within a week for us to review. They are reported to return for a second virtual visit on Monday, November 30. At that time, they would have had the opportunity to implement what they learned from the October 12 visit, and present a menu of options (MOO) in writing to be considered. Lastly, they will then return to campus (virtually) approximately three months later for a final visit to see how things are going with our efforts and offer additional support where needed.
- **Comment:** I just want to say thank you to the IEPI-PRT team on behalf of the College for spending the day and taking the time to listen and encapsulate everyone's thoughts. We look forward to the continuing work and the information that we receive. **Comment:** It's inspiring and appreciated. **Comment:** We could not be more fortunate to this team's expertise!

Comment: We'd like to thank the entire team again for visiting Ohlone and helping us navigate through the three topics that we have submitted for assistance. Hopefully by the second visit, we will have identified the action items that we want to do and sustain those efforts so that college would reap the benefits of this assistance from you for a very long time.

ADJOURNED: 4:27 pm

Fall 2020 Meetings:

Fremont Campus / Room 7101, Mondays at 3:00 – 4:30 p.m. (unless noted)

- ~~August 24 (TBD, 9am to 2pm) CANCELED~~
- ~~September 14~~
- ~~September 28~~
- ~~October 12~~
- October 26
- November 9
- November 23
- December 7