

Committee members are also members of the Workplace Safety Committee. **Comment:** I think it is a great to recognize when committees have a common focus, and they work together to create a single committee.

- This proposal will be discussed and voted on at the next College Council meeting.

4. Strategic Plan

- Mike Bowman, Executive Dean of Research and Planning and ALO, presented the first reading of the 2020 – 2025 Strategic Plan.
 - Faculty Senate representatives were invited to hear a joint first reading of the Strategic Plan. The entire draft was reviewed. The review included topics such as the strategic and annual planning cycle, the integration of College planning, the Strategic Plan recommendations, and the goals supporting the mission and vision of the College. Also reviewed were updates to the objectives as recommended by College Council and Institutional Effectiveness Committee members. It was noted the Strategic Plan focuses on collaborative planning, trust, communication, and improving student learning and achievement. The goals of the Strategic Plan are as follows:
 1. Through innovative programs and services, improve student learning, achievement, and experience
 2. Promote diversity and inclusion
 3. Re-envision the College through effective use of resources
 4. Ensure a supportive learning and working environment
 5. Increase communication, both within the College and among District constituents
 - **Comment:** I would suggest referencing the guiding principles adopted by the Guided Pathways Taskforce. I did not recall seeing any reference to the main three equity initiatives including the Multicultural Student Center (MSC), Summer Bridge Program (SB) and First Year Experience Program (FYE). **Comment:** I tried to reference the equity plan in Goal 2. It does not specifically mention the MSC. I felt some of those where more of action plans, and I might have referenced FYE as an example. **Comment:** The term “vulnerable” feels like there is a negative connotation to it, and it sounds like a weakness. **Comment:** As we apply the word vulnerable, we were referring to students with housing needs, mental health needs, food needs but not necessarily about learning and achievement performances. Please email me with suggested phrasing. **Comment:** I believe the goal was to identify more than just disproportionately-impacted (DI) groups. **Question:** Where you mention about becoming more innovative and nimble with program and course offerings, only ESL is mentioned. Are there other specific programs that we would be looking at? I believe computer sciences (CS) is a small, yet successful program. **Comment:** Although ESL was mentioned as an example, it is not to minimize any other departments. **Question:** What about basic skills students? I think that basic skills students might be another thing to mention here. **Answer:** We purposely took out the goals that addressed basic skills because of the impact of AB705. That is not to say we are dismissing basic skills. It is simply not as emphasized like it had been the last 5 years. The Strategic Plan is aimed at every aspect of the college. Please provide any feedback by Thursday, April 30, with particular focus on identifying the metrics of objectives and as to whether or not Distance Education should be called out differently than currently presented.
 - The second reading of the Strategic Plan will take place at the May 11 College Council meeting. This will also be an action item on the May11 College Council agenda.

5. Request for Taskforce Creation: Effective Participation in Institutional Planning and Decision Making (EPIPDM)

- Shairon Zingsheim, Vice President of Human Resources and Training, presented this topic.
 - Please see *Request To Form A Taskforce* for a detailed overview on the formation of the taskforce. It was noted that since 2018, the College has been working together to bring

common understanding to college governance. Many efforts have been made to bring clarity, develop a shared understanding, and build trust on campus. This taskforce would align with ACCJC recommendations, Strategic Plan objectives, and IIO's. It would allow for meaningful input from those new to the college. The proposed taskforce will be research-based similar to the approach Taskforce A took in evaluating arming of officers. It would have college wide representation. The Faculty Senate President, Vice President of Academic Affairs, Vice President of Human Resources, Vice President Student Services, Vice President Administration / Technology and Executive Dean of Institutional Research and Planning would serve as ex-officio members. Matters to be addressed by the taskforce include:

- Developing a shared understanding of “governance”, “decision-making”, “input”, “consultation”, and/or the meaning of effective participation as per CCC laws and regulations.
 - Defining and recommending the application of the term “Participatory” and/ or “Shared” governance
 - Establishing a philosophy of participatory governance decision making at Ohlone
 - Defining and documenting the role and responsibility for governance across the college
 - Recommending updates to AP 2510, Participation in Local decision making, and,
 - Based upon findings recommend updates to the Planning and Decision-Making Handbook (an Accreditation recommendation)
- **Comment:** There was a group that was looking at all of this and had done a fair amount of research. I was wondering if we could go back to that group and see if there is interest in revitalizing the group. **Comment:** I suggest that we have those in the previous group serve as advisory members for the new members of this taskforce. This would allow a well-blended taskforce with a mixture of past experiences and fresh ideas. **Comment:** Something to keep in mind is the challenges around the term “participatory”. Ohlone has always had a shared governance model and this is what initiated all the conversation on which term should we be using: shared governance vs participatory governance. I think the term participatory is being assumed throughout this document, and it's not a show of good faith. We want to show that we are looking at this in an open manner. I like the proposed ideas such as, Effective Governance and Decision-Making Taskforce or Straight Talk Express. I think the concept is that there are two different things, one is the role of the academic and faculty senate in decision making and developing decision making processes at the college. I would say that the key piece to consider here are roles. **Comment:** The reason we would go forward is to define the role and get a clear understanding of the role of Faculty Senate. I see the committee as going on a journey of discovery to make sure everyone is clear as we proceed with Administrative Procedures and the Decision-Making Handbook. **Comment:** What I really like about this is that it is an all college effort to truly understand the decision-making process of the college and to have clear documentation to prevent any confusion on roles, responsibilities and the intent of the law.
- The item will be presented at the next meeting for discussion. This will also be an action item at the May 11 College Council meeting.

6. Student Equity and Achievement

- Brenda Reynoso, Counselor, Student Equity and Achievement Co-Chair and Kyle Livie, Maggie McKenzie, Nancy Navarro-Leca, and Priscilla Vallejo, Co-Leads, presented the progress associated with the committee's three major initiatives.
 - It was noted that the Student Equity and Achievement (SEA) group is made of about 30 individuals that represent all areas of the college including faculty, staff, administrators and students. At the beginning at the fall 2019 semester, SEA formed three taskforces and started the planning processes on three major initiatives, which are the Multicultural Student Center (MSC), Summer Bridge Program (SB) and First Year Experience Program (FYE). The taskforces were asked to plan their initiatives with a goal of improving persistence rates and completing college level English and math in the first year among students from the three

groups identified in the student equity plan: African American, Latinx and first-generation college students.

- Multicultural Student Center (MSC) will be a new program at Ohlone College. The goal is to provide a vibrant center of activity and home space for students to learn about themselves, build community, and find success at Ohlone and beyond. Planned launch is fall 2020.
- Summer Bridge (SB) is an engaging 2-week program designed to help students make the transition to college as smooth as possible and upon completion, students will have a strong foundation to succeed in their first year of college. These students will be able to strengthen math and English skills and learn college success strategies, become familiar with majors, campus resources, organizations, clubs, and financial resources and be introduced to support network of faculty, peer mentors, and fellow students. Planned launch is summer 2021.
- The First Year Experience (FYE) program is geared towards helping first-generation students with support and resources for a smooth transition into college. The program strives to help students grow and be successful towards achieving their academic, personal, and career goals. Students will be able to complete transferable courses, build a sense of community among their peers and faculty, have a designated counselor, participate in non-curricular activities and get connected to on-campus resources. Planned launch is fall 2021.
- **Comment:** I just want to say that I have been at three different institutions prior to Ohlone and all the institutes had these programs. To walk in the door at Ohlone in January and to see all the work that the Student Equity and Achievement members have put into these various programs, I have to say I am really excited. These types of programs really enhance persistence and student participation on campus creating a sense of community, a sense of belonging, a sense of empowerment and a profound impact of the student life experience, not only academically but socially as well. I am really proud to see that we as a campus are moving forward with these programs. They not only support retention and persistence but also support outreach. What you do for current students is what sells to prospective students. These kinds of programs at Ohlone will help out outreach as well. Job well done.

7. EEO

- Shairon Zingsheim, presented the first draft of the 2020-2023 EEO Plan.
 - Please see *Equal Employment Opportunity Plan 2020-2023* for the detailed plan overview. Every three years, the state law requires community colleges to have a workforce that is continually responsive to the needs of a diverse student population and that all persons receive an equal opportunity to compete for employment and promotion within the community college districts. The plan reflects the District's commitment to Equal Employment Opportunity (EEO) and promotes nondiscriminatory practices. The District's goal is to build, nurture, and sustain a working environment that is welcoming to all, fosters and celebrates diversity, promotes excellence and is respectful. The EEO plan calls for the establishment of an EEO committee, a process for handling discrimination complaints, a review of the screening committee composition, and analysis of district workforce and applicant pools. Jeff Dean, a founding member of ODIAC, is stepping down, so we will be refocusing and repopulating the EEO committee in the fall. Members were asked to provide Shairon Zingsheim with any edits prior to the next College Council meeting. The item will be presented at the next meeting for a second reading. It will be an action item on the next College Council agenda.

8. Multiple Methods

- Shairon Zingsheim, presented the first reading of the Nine Multiple Methods.
 - Please see *Equal Employment Opportunity Fund Multiple Method Allocation Model Certification Form* for detailed information on the various activities that Ohlone is implementing to promote

Equal Employment Opportunity for each of the 9 Multiple Methods. Once a year, the Chancellor's office provides the College funding based on its EEO Fund Multiple Method Allocation. The College must meet all 9 Multiple methods to receive the funding. The methods are listed below.

- Method 1 (District has EEO Advisory Committee, EEO Plan, and submitted Expenditure/Performance reports for prior year)
- Method 2 (Board policies and adopted resolutions)
- Method 3 (Incentives for hard-to-hire areas/disciplines)
- Method 4 (Focused outreach and publications)
- Method 5 (Procedures for addressing diversity throughout hiring steps and levels)
- Method 6 (Consistent and ongoing training for hiring committees)
- Method 7 (Professional development focused on diversity)
- Method 8 (Diversity incorporated into criteria for employee evaluation and tenure review)
- Method 9 (Grow-Your-Own programs)
- This item will be an action item at the May 11 College Council meeting.

9. Program and Services Review Taskforce

- Andrew LaManque, Vice President of Academic Affairs (interim), presented a request to extend the duration of the Program and Services Review taskforce and amend its purpose.
 - It was noted that the taskforce needed more time to complete their purpose. One of their initial charges was to see if they could create one template for Instructional, Student Services and Administrative Services. At the April 13 College Council meeting, the taskforce members noted it was not feasible. It was suggested that instead of having three different committees, the existing committee would be given the leeway to form taskforces or subgroups. It has been proposed that the original taskforce break in to two subcommittees that each work on a proposed template for their area with the goal of having two templates – one for Instruction/Student Services and one for Administrative Services. A Taskforce Liaison Officer (TLO) will serve as the coordinator of the 2 groups. The taskforce would include faculty, staff, students, and administrators from all areas of the college. The Faculty Senate President, Vice President of Academic Affairs, Vice President of Human Resources, Vice President Student Services, Vice President Administration / Technology and Executive Dean of Institutional Research and Planning would serve as ex-officio members.

MOTION: Moved/FAVELA; Second/ LEIB to approve the extension of the Program and Services Review taskforce as revised as of April 21. There were no abstentions or dissensions. The motion was approved by all members present.

10. Looping

- There is an Interest Area (IA) faculty survey from Guided Pathways requesting feedback available until Friday, May 1st.

Heard it Through the Grapevine/Suggestions for Future Topics

Comment: The Budget Forum was held on April 22 at 9am. If you were not able to attend, you can find links and slides on our SCFF website. There have been significant updates and considerations due to recent events that all should be aware of. Collegewide feedback and suggestions are encouraged.

Comment: Terry Exner noted that Member Milton Lang asked to present a proposal to form an Outreach, Enrollment, and Persistence Taskforce at the next College Council Meeting. Terry Exner proposed that the item be placed on the next College Council agenda. No objections were expressed by the members present. This will be a first presentation at the upcoming meeting.

Comment: Terry Exner expressed her recommendation to nominate Member Jeff Roberts as the next 2020-2022 College Council Co-Chair. No objections were expressed by the members present. It will be an action item on the next College Council agenda.

ADJOURNED: 5:17 p.m.

Spring 2020 Meetings:

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

- ~~January 22 (NC1100, 9 am to 4 pm)~~
- ~~February 10~~
- ~~February 24~~
- ~~March 9~~
- ~~April 13~~
- ~~April 27~~
- May 11
- June 8