

Mission Informed Planning Council
November 3, 2023
President's Conference Room 1:00 – 3:00 PM

Attendees:

Kelaiah Harris, Adiel Velasquez, Nathan Springer, Janie Garcia, Simon Pennington, Josh Pelletier, Voltaire Villanueva, Stacy Gleixner, Joshua Agupugo, Nina Heywood, Bret Watson, Kathryn Maurer, Phuong Tran, Alison Meezan, Elaine Kuo, Kelaiah Harris, Doreen Finkelstein, Valerie Fong (Online: Fatima Jinnah, Adiel Velasquez, Nicole Nguyen, Nina Haywood, Clifton der Bing, Fatima Jinnah, Rachel Mudge, Robert Lanz, Julie Brown, Allison Herman)

Agenda Approved. Joshua Agupugo will be facilitating this meeting.

Minutes:

Approved

Public Comment:

No Comments

Shared Governance-District Reimagining:

(Joshua) Welcome Kathryn Maurer to discuss this matter. (Kathryn) I was called earlier this week to talk about a study project that Anu Khanna and I have been working on since March this year. This is part of the reimagining project, started by former Chancellor, Judy Miner. At several Board of Trustees meetings, the trustees asked us to take issues to shared governance. Anu and I decided to study current shared governance structures across the district. This presentation is part of a workshop we held on Opening Day. We came up with three questions...What does effective Shared Governance look like in our district? What are the benefits? What are the challenges? We outlined some of the benefits (long list) and some of the challenges (long list). This slide helps us understand some of the legal (and Ed. Code) and legislative origins of shared governance. We also looked at the history and givens at the local level for our district; this involves some of the challenges of a multi-college district – one board, two presidents, multiple unions, Central Services, etc. The next slide shows a District-wide diagram of how governance and feedback reach the Chancellor and Board. We looked at what topics belonged in a shared governance discussion, and the flow of information and decision making, and also the roles of the shared governance committees. Finally, we discussed how we support the process. (Kristina) This is very informative of the work we are doing. The arrows of communication between MIPC and CAC (Chancellors Advisory Council) gave me pause. For seven month chairing this committee, there has not been a great deal of dialogue with CAC. (Kathryn) We are not there yet in terms of how things should work. Everyone questions the same graphic. Unless folks have been appointed to the various sub-committees, most people have not heard of them. The Human resources committee has not met for over a year. (Voltaire) One observation, the arrow is only one direction from MIPC to CAC. (Tim) There is also one missing, the Chancellor's, cabinet. (Joshua) How much do we communicate with De Anza. I think we need more communication with De Anza. We can learn from them and them

from us. Is there much communication with De Anza? (Kathryn) My quick answer is, absolutely!! I had many 'aha' moments when I looked beyond Foothill and we need more communication with De Anza. (Joshua) Could there be a student committee to help establish this connection? (Tim) Isn't there some dialogue with DASB? (Joshua) Mostly email but sitting down to talk would be a good idea. (Nathan) An idea...could we have a non-voting member from each college at the other college's shared governance meeting. On the benefits slide, it would be easier if the committees were similar at each campus. (Voltaire) We are figuring out MIPC's identity. What were you (Kathryn) and the group thinking as you fashioned MIPC. (Kathryn) Our Governance structure had recently imploded and we needed a complete overhaul and redo. We spent a lot of time discussing many of the questions that are informing our meeting today. MIPC was a stopgap measure. We needed a placeholder and there was no intention for MIPC to be a sole and permanent solution. We needed a forum to make some quick decisions where all constituencies could be heard.

Appointments:

(Kristina) We are in the middle of the resource allocation process for new faculty positions. The last bullet point is important as this process is new. There will be FA, two faculty, and two student representatives on this prioritization committee. To maximize participation, we might want to identify the two students and then schedule the meeting around their availability. (Stacy) We will shift the meeting time to accommodate student participation. I'll work with Nina and the two student representatives. (Voltaire) I will be unavailable that day, but Ben Kaupp will be my proxy. (Stacy) We'll meet (tentatively) on Friday, December 11. (Joshua) I agree we should schedule around the students' availability as we have already had some students drop off committees due to scheduling conflicts.

Mentor Mindset:

(Rachel) On college Opening Day, 2022, David Yaeger introduced the Mentor Mindset to the college. There were about 35 people at the kick-off meeting and about 22 are still committing to the work. The three areas of work...Belonging, Growth Mindset, and Purpose. We read papers and a lecture from David Yaeger and his colleagues, we had an exercise to do...we spent three weeks on each of these themes and we are now developing interventions working on one intervention (some instructors on several). We have surveys to help us see how well the interventions are working. Any questions? (Nina) I am part of demographic you are discussing. I am not a math person and I'm taking calculus. I am also part of Pass the Torch. It would be great to have the two-week crash course in math preparation more often to help us get ready for college mathematics. (Rachel) A big part of a student's success is whether or not their instructors believe in them. We did a lot of self-reflection work to improve our own growth mindset. Sophia from SLI presented a study on how students are feeling in Math. A big takeaway was some STEM faculty need to improve their social skills. With more transparency from faculty, students do better. (Nina) Sometimes you get the energy from professors that their class was not for them. (Rachel) By the time students get into the classroom, they have already made a huge step forward. There is much we can do to support them. (Allison) I am participating in this. One of the things we are doing is that we are recording what we do. We can then share out to colleagues, even to package messaging, so that faculty can see how

powerful warmer language can be. (Kristina) I recently realized that Mentor Mindset is MIPC's 13-55 project. MIPC will need to decide whether or not we support another cohort of fellows. This corresponds with the college-wide goal of retention. (Fatima) How much would a new cohort cost? (Kristina) It was an investment. I talked with David Yaeger and we discussed what a second cohort might look and sound like. I don't have a dollar figure, but will bring a number back. (Rachel) A lot of the cost went to David and his team. He has a great way of making ideas relatable. (Allison) I noticed he is focused on four-year students. I am wondering if we could sell him on being a research partner? (Rachel) He was able to see that all students had the same issues. Coming to a community college is not a big stretch for him. (Fatima) I am helping write the Counseling program review. We do not have a great deal of access to journals for professional development. Could we form a book club and implement ideas this way? I enjoyed working with David and his team, but maybe we should do a cost-benefit analysis. (Doreen) I am one of the few classified staff members in this group and really appreciate Rachel's work. I would hate to see this initiative go away. We need to keep it going. (Kristina) I'll be transparent about the cost at the next meeting and it was paid mostly from Foundation funds...(Bret) Some was paid from the general fund...(Kristina) I did see that and will bring back a full estimate of the cost.

ISER:

(Elaine) The ISER is part of our accreditation process. The report is now posted online. I am coming back now for a first and second read. We'll accept feedback until November 17 and we want to submit on Nov 30 for approval at the Dec 11 Board meeting. We have visited all the key stakeholder groups (AS, CS, ASFC). If you have questions, I am happy to take them at this time. (Voltaire) It is on the AS agenda for Monday for a first read. (Joshua) Thank you for making time to meet with ASFC. This is first read now. We are still taking feedback. We are doing edits as they come in. We'll refresh the document next week. Nov 17 is for second read and approval at MIPC. (Voltaire) Is the feedback mostly grammar, etc.? (Kelaiah) They have mostly been grammar edits, but there have been some content edits. (Elaine) We are not seeing any major concerns.

Foothill 2030:

(Elaine) In October we provided an introduction to the 2030 work. We are honoring our shared constituencies by working together to build out the formal structure for how we do the work. We are thinking of Foothill 2030 as three pieces (Mission, Ed Masterplan, and Vision) that guide what we do. Are we ready for the students who are coming to us now and over the next six years? (Voltaire) My daughter is in eighth grade and are we ready for her? In a recent study we see that current eighth graders are behind eighth graders from the past in math preparedness. (Elaine) Are we ready for someone who has had a different set of experiences than students already here. (Voltaire) This will challenge our current mindset. Gender neutral bathrooms are common in all schools, but they are new to us (Bret) we use "all-gender" for bathrooms now. (Elaine) The fastest growing population is baby boomers. How are we positioned to serve these people? The other population is workforce students...we are seeing that work is changing with new skillsets, so are we ready for these new students who need certification from us or are looking to reskill? These three personas are the focus of the Ed Masterplan. Are we supporting

students when they need support, can they find support, and is that support here as long as needed? We have worked hard to implement our 13-55 SVE and we are looking at retention this year. We want the Foothill 2030 effort to sit in this space as well. As we have these conversations, we need to base them in our values. The Mission statement is almost ready. We'll be working on the Vision Statement next, and then the Ed Masterplan. We met with ASFC yesterday and they are amenable to having a student liaison as a 2030 lead. We are aware there will be lots of meetings and don't want that to be a barrier to participation. The first Vision Statement meeting is Nov 13. The Vision statement should be completed by early spring. The Ed Masterplan 2030 planning team is being identified and the goal is to submit to the Board by Winter 2025. The college has submitted a proposal to IEPI and it has been accepted. We will draw on system-wide expertise and there will be support from the State Chancellor's office. They will come for three visits and we have received a \$200K grant to support our work. We need MIPC's feedback on ways we can develop a structure to communicate at the campus level. A Foothill 2030 website is already under development...maybe, a newsletter, town halls, etc. (Josh P.) The Mission Statement should be ready to come to MIPC by Nov 17. (Voltaire) Communication is important as certain folks have received information, some have not. We need to get feedback on how we can most effectively communicate. (Joshua) ASFC is already working on appointments. I am interested in being a liaison. We should have appointments by the end of the quarter.

Committee Reports: Building, Grounds & Sustainability

(Bret) I chair this committee. Part of the work we do is to maintain the campus' beauty. We look at signage and lighting, grounds issues, and sustainability. We are looking to move to Led lighting, Recology and waste reduction. De Anza is working on a three-waste bin model for green waste and we will duplicate that. We meet the second Tuesday of every month. Last month, we discussed lighting. In Measure G, we have about \$2.7 million for lighting. We are looking at three options for lighting, lighting that is safer and efficient. We will install several samples on campus to review their efficacy. We also looked at cost options and make sure the lights are easy to maintain. If we can save some money on path lighting, we can add light to darker areas of the campus. The next project is signage and we have about \$15 million for this project. The last project involved lots of people and we'll probably hire a consultant to support the committee's work. The last project is the Sustainability Action Plan. LED lighting, Recology project, water conservation...the Sustainability plan also needs to intersect with the Equity plan, Ed Masterplan, etc. (Doreen) Have there been any conversations about mitigating light pollution? I suggest you consult with the astronomy department. () Have you talked with the cafeteria about their use of plastics. (Allison M.) Have you talked with the HORT department about getting their help? (Bret) Yes. (Joshua) Our carbon footprint is a major concern as well. Are you looking at replacing the campus trucks, etc.? (Bret) Yes, that is being discussed. (Kristina) Have you discussed the color scheme? (Bret) Yes, that is part of the discussion. (Nathan) Accessibility is an issue too (

For the Good of the Order:

(Babel Yen) We are hosting a clothing drive in the Library Quad to donate to the Asian Women's shelter in San Jose. November 13-16 11 am – 2 pm. Any clothes you do not need, we'll take.

(Kristina) Go and see Antigone. It opens this evening.

(Stacy) Next Thursday is a concerted effort to get everyone to see Antigone for the faculty and staff show.

(Nina) On Monday 13 we'll be presenting on Diwali in the quad and there will be a celebration in the Dining Hall

(Janie) It would be lovely if 13-55 and MIPC did not conflict in future.

Meeting adjourned at 2:59 PM