



Notations from *Making Decisions at Compton College*

Document Meeting

Friday, March 8, 2019

9:00am-12:00pm

Staff Lounge

Things that are Working:

- Dedication to students
- Providing for physical needs (EOPS, CARE, Financial aid, SRC, etc)
- Celebrating success (Commencement, press releases, campus banners)
- Flex Day (they have been improving over the years)
- Committee Structure (makeup of committee members is robust)
- Amenities on campus (water fill stations, new tables)
- Transition from ECC
- College Promise – Affordable college/access to education

Things that are not Working:

- No shared communication.
- No transparency (Ex: English Major fair – Dalia Juarez requested that the flyer for the event be uploaded to CC's IG account but was told that we don't include flyers; however, a flyer for a community event was later added to the account. Dalia was confused and hurt because it demonstrated to her that preferential treatment was given. We should remain consistent, if there are rules in place.)
- We are reactive instead of proactive (this rushes things and dissolves opportunities for feedback) (examples – class schedule delays, Fall 2018 evaluation, Board Policies and Administrative Regulations rushed).
- Lack of collegiality (Ex: name-calling, spread of rumors, etc. This occurs between administration and faculty and staff, and it also occurs among faculty and among staff. This is demoralizing and creates a negative working environment.)
- Input not appreciated – taken as a threat to leadership. This creates an atmosphere of a lack of trust. There is a top down approach when it comes to making decisions about processes (Classified: not able to attend meetings, some people don't want to try and attend because they have to ask their supervisors, and this can be intimidating. Faculty: Tom Norton: AB705 professional development paid vs. unpaid. Dalia brought up when she talks to her supervisors about problems in the classroom that she is perceived as "complaining," rather than being seen as an advocate for students. Norton says that services are not available for evening students, despite recommendations from faculty.)
- Selective communication.
- Selective listening.
- Need for consensus building across all stakeholders.
- No more arbitrary, last minute decision-making.

- Members do not actively participate in committees (input not valued, work not accepted, either no participation, or objectives/goals are not being reviewed and addressed)
- Program Reviews not submitted on time – how can we fund you in a timely matter when we don't know what your needs are? Amankwa indicated that asking faculty and classified to complete PRs in addition to all of their other responsibilities is asking them to do a lot – especially since many programs only have one full-time faculty member. He also said that people are not aware of how things are funding. Keith Curry responded that he agrees that we need to continue working on how to communicate funding and the process with faculty and staff and indicated that's why we need training and this document to be designed so that processes are clearer. Keith Curry also indicated that our current Planning and Budget Calendar is flawed and that we are working on it.
- Counseling division chair needed.
- Recruitment/enrollment.
- Helping students understand the importance of reading their email/navigating our website (Example: Release of Authorization Form, more last minute “scrambles” to make things happen. We have to constantly deal with revolving top priorities.)
- Professional Development for counseling – campus employees need a variety of times to participate.
- Job training – there's a need for this, campus-wide (everyone needs it: classified, faculty, administrators)
- Let go of the “sink or swim” mentality for new hires.
- Increase the morale of campus community.
- Promote from within.
- Greater student participation – not just ASB doing all of the work. Diane Collins: Faculty can help by incentivize student participation. Could we build out elected positions for students to help lighten the load? Nikki Williams: communication of knowing where we want students so we can support them is needed. Keith Curry: can we recommend a student leadership committee that are not part of ASB so that they can serve on committees and then report back to ASB? ASB Rep: can we put together a communication committee to tell students about the transition? Aurora Cortez-Perez: Can we host campus-wide meetings? Keith Curry: yes, we already do them, but students are not participating. How can we get them to show up? Dalia Juarez: we need to simplify our processes because things currently take weeks and this taxes the system. We either have no process or a too-detailed process. An over-detailed process discourages activities from happening. Sylvia Barakat: why does it have to be ASB students serving on committees? Keith Curry: it doesn't, but ASB has to make the appointment – that is their process. They have to tell the college what they want.
- Flex Activities and Professional Development needs to be improved. Lynell Wiggins: what does faculty get for flex? Gerson Valle: We have to compete 24 hours of flex per our contract. Like many faculty, I go way over my hours obligation but I continue to participate because the payoff is the experience I earn and the fact that my voice is heard. Keith Curry: we will develop new Flex criteria for the fall. We are currently using what El Camino has until the end of the partnership. Lynell Wiggins: could we develop service learning/communities for students so that they can learn skills and earn credit?
- Classes being dropped for low enrollment.
- Culture/Staff Culture: clarification is needed on how are committees structured
- Need for staff/college norms: this helps us establish our values and helps us develop together. Present this for new faculty and staff during onboarding.
- Professional learning communities – where do we seek feedback and help? Standardizing this helps build culture and values.
- Communication – emailing is not enough.

- Retention of Part-time faculty
- Unequal participation: committees and faculty duties – Gerson Valle: I am personally struggling. Keith Curry: the same people are always in the room – how do we get more people engaged in the conversations on campus? We need to value one another.
- Childcare – changing tables needed in all restrooms (both male and female restrooms).
- Mentorship – Ms. Haynes: there is a need for official mentors or shepherds
- Lack of participation from administration – Kendahl Radcliffe: where are the deans and VPs? They should be here.
- Diane Collins: there is an opportunity for all of the new faculty coming in – the onboarding process needs to be evaluated and further developed. Keith Curry: This has to be everyone’s responsibility. More people have to be involved in this conversation – it can’t just be me.
- Amankwa: I recommend that everyone look at AB119 – this is our onboarding process. We can use this to revise our processes for both classified and faculty.
- Dalia: a cultural change from our current top down model has to change completely. We see some progress, but more validation is needed. She reported that she is offered jobs often and is offered opportunities to grow at other colleges. She says that Compton should be saying, “I would like to see you grow here.” This change takes purposeful effort.

For the Future and for Next Time

To Do List:

- 1) Establish a “Communication Committee,” with a goal to establish innovative ways to communicate with the campus various events, happenings, and to celebrate faculty and staff successes.
- 2) Establish a “Student Leadership Committee” that assists ASB with tasks.
- 3) Establish a “Student Communications Committee” so that students can be better informed about various campus topics such as the transition.
- 4) Order and install changing tables in the restrooms on campus.

Parking Lot Items

Spearheading communication issues (report out, social media, and students)

Homework

Review participatory governance documents from other colleges. Report back to your lead areas of your assigned document that you feel are best practices and/or avenues for us to consider for our document. Deadline to return notes to Keith Curry and Amber Gillis: Wednesday, March 20th 2019.

- Document Review Leads (Research teams were created through table designations):
 - Dalia – Gavilan College
 - Citlali – Cerritos College
 - Lynell – Mt. San Jacinto College
 - Juan Tavares – El Camino College