

GEMQ

3:00pm – 5:00pm October 23, 2023

Via Zoom:

<https://rccd-edu.zoom.us/j/84661182159?pwd=RERRMjIoS2hTRU5LM1pLRDVtNjdhZz09>

	Members	Liaisons/Admin./Staff/Guests
x	Casandra Greene, Academic Affairs	Ajene Wilcoxson
X	<i>Wendy McEwen, I.E.</i>	
x	Wendy McKeen, Chemistry	
	<i>Vacant, ASRCC student</i>	
X	<i>Jennifer Bielman, Business Services</i>	
x	<i>Kris Flowers, Outreach</i>	
X	<i>Joanie Gibbons-Anderson</i>	
X	<i>Bryn Glover, I.E. Grants</i>	
	<i>Branden Hansen, A&R</i>	
x	<i>Michael Herrera, Welding</i>	
x	Rebecca Kessler, CTE, Cosmetology	
x	Tommy Korn, World Language, ASL	
x	Denise Kruiuzenga-Muro, English & Media Studies	
x	Michael Love, Counseling	
x	Stephanie Lowry, Nursing	
x	Louie McCarthy, I.T.	
	Brandon Owashi, Institutional Research	
x	Virginia White, Life Science	

1. Call to order – 3:01pm
2. Approval of Agenda – J. Gibbons-Anderson/D. Kruiuzenga-Muro
 - Add – emergency requests in strategic planning

Approval of Minutes (Sep 2023) – J. Gibbons-Anderson/V. White 1 abstention

 - Add verbiage of the actual motion.
3. Share Equity Best Practices and Suggestions for Improvement
 - STEM Connections Event – Thursday 10/26, 11am-2pm, student event, 30 tables from transfer institutions and research opportunities, raffle prizes, free lunch
 - RCCD Student Research Conference – December 1st in Hall of Fame, abstracts are due Friday, if you have a student who would like to participate, contact Ginger. There are cash prizes for winners.
 - Assessment Committee December meeting – Sharing SLO/PLO assessment best practices, this will be a Flex activity open to all faculty, and a potluck. Meeting will be held in Bradshaw Heritage room. December 1st 12-2pm.
4. Team Building. Introduce yourself and share one “life hack” with the group.
 - Wendy McKeen – Rinse berries in vinegar solution they last so much longer
 - Denise Kruiuzenga-Muro – For tight jeans take a rubber band around snap will give wiggle room.

Rebecca Kessler – Wet hair before swimming to prevent damage
Casandra – Shoe lace for pants too big instead of a belt
Michael Love – Sleep when the baby sleeps
Kristopher flowers – Listen to the mother
Jennifer Bielman – Black luggage tie fabric or shoe lace, wash shoes in laundry bag
Virginia White – Follow the path of least resistance, taking care of plants
Louie McCarthy – If you're out at night wear White
Michael Herrera –Ball point pen spring around cables
Bryn Glover – Berries in mason jar unwashed, has her own personal botanist
Stephanie Lowry – Don't sweat the small stuff
Joanie Gibbons-Anderson – Choose your battles, if you can't sleep get up
Ajene – New leather shoes immediately polish and hairspray but only once

5. Committee Norms

- Assume everyone has good intentions
 - We are people
- Turn on video if able
- Nonverbal cues
- Helps with understanding and impact
- Intentional Check Ins – helps build comradery
- Equal participation – everyone's voice matters
- Have occasional meetings face-to-face

Suggestions: One face to face meeting, Once a term face to face meeting. Hyflex option, Zoom option is convenient for most people and different schedules.

6. Old Business

a. DEIAC

- Last meeting worked on modifying the document, want to push it forward to Senate and EPOC.
- How do we decide which faculty? It should mimic the LC's so faculty would get voted in.
- If this is a sub committee of GEMQ should it align with Program Review, Assessment.
- Methods and Metrics consists of Brandon, faculty chair, classified chair, subject matter experts are the rest.
- Program Review – voluntary committee, trying to transition it to department based.
- There was a proposal that since equity is across the board and why not propose it as its own leadership council. GEMQ was advised for it to be a committee. It falls under GEMQ purview, voting as a LC, give input and then take it to EPOC, Senate.
- Motion to approve this recommendation and send forward – J. Bielman/V. White
1 abstention

b. Prioritization – survey reminders and Q&A

- We want everyone to participate, please fill out the surveys. We are hoping for 100 percent participation from GEMQ.
 - Some had issues opening initiatives, email W. McEwen for access to the hyperlinks.
 - It was decided not to discuss each initiative so that you feel you can vote as an individual not a committee.
 - Frustrating that people are asking for funds to do their actual job and not new ways to serve students.
 - Cosmo is running out of supplies to support their classroom work as well as short staffed.
- c. Revised Midterm Report**
- Jacquie Lesch presented the report at EPOC, suggestions and feedback from GEMQ was heard. This report has to consist of very few pages.

7. New Business

- a. Resource and Safety Request Work Group.**
- Everyone should have received an Invitation from Wendy to join a workgroup. If you are interested in helping define a process for resource and safety requests. Looking for people to help revamp the process.
 - It has been discussed not to put budget requests in program review. We need a clear procedure.
 - People know to use the buzz word “safety” then it will be prioritized. Equity is another word people know to use in this process to get what they want put through.
- b. Process for Faculty Co-Chair Replacement**
- SAS does not have a faculty co-chair. Process being discussed, if two people from one division on the committee who steps down.
 1. You can have three people from one division and one person doesn’t vote.
 2. Chair is nonvoting member until reelection occurs
 3. Least senior person stays on
- c. PRaP timeline. Addition of a division and classified listening/ Q&A session**
- Voted on the timeline but did not make it to EPOC in time. People don’t know who their division reps are. People are just voting as individual.
 - W. McKeen went over a new suggested timeline with more meetings. It was suggested this is more of a division meeting that is needed instead of a strategic planning function.
 - Discussion on information sharing within departments vs. divisions and voting on everyone’s behalf.
 - Ongoing discussion this should be a division dean discussion.
 - W. McKeen will keep original calendar and take back to EPOC.

- The upcoming golden handshake will cause a mass exit, how will we fill positions, current system no safety net, AB928 Cal State UC has to have a common pattern for general ed. This will affect communication studies and many other disciplines.
- Need emergency protocols to get a one-year temp. in place. W. McKeen will take these concerns to EPOC. The President gets the final decision on positions.

8. Committee Reports (as time allows) – no report due to time constraints

- a. ASRCC (representative)
- b. Student Equity (representative)
- c. Guided Pathways (representative)
- d. Program Review Committee (Virginia White)
- e. Assessment Committee (Wendy McEwen)
- f. Report from EPOC (Wendy McKeen/Cassandra Greene)
- g. Methods and Metrics (Brandon Owashi)
- h. Governance Committee (representative)

9. Open Forum – no report

10. Adjourn - 5:00pm J. Gibbons-Anderson/V. White