

## GEMQ

3:00pm – 5:00pm February 26, 2024 Via Zoom:

<https://rccd-edu.zoom.us/j/83024001302?pwd=rncfBKJjbO08pTQMnZ7NQBM3gxmAIA.1>

Meeting ID: 830 2400 1302/Passcode: 077227

	Members	Liaisons/Admin./Staff/Guests
X	Casandra Greene, Academic Affairs	
X	Wendy McKeen, Chemistry	
	<i>ASRCC student</i>	
X	<i>Jennifer Bielman, Business Services</i>	
X	<i>Kris Flowers, Outreach</i>	
X	<i>Joanie Gibbons-Anderson</i>	
	<i>Bryn Glover, I.E. Grants</i>	
x	<i>Michael Herrera, Welding</i>	
X	Rebecca Kessler, CTE, Cosmetology	
	<i>Tommy Korn, World Language, ASL</i>	
	<i>Denise. Kruizenga-Muro, English</i>	
x	Michael Love, Counseling	
	Stephanie Lowry, Nursing	
X	Louie McCarthy, I.T.	
	Wendy McEwen Institutional Effectiveness	
x	Tara Osekowsky, Lab Tech, Physical Science	
X	Brandon Owashi, Institutional Research	
x	Virginia White, Life Sciences	

1. Call to order – 3:05pm
2. Approval of Agenda – M/S/C C. Greene/J. Bielman
3. Approval of Minutes (November 27, 2023) M/S/C J. Bielman/C. Greene
4. Equity Best Practices and Suggestions for Improvement
  - Shout out to MESA program, students taking STEM courses can schedule for support courses for drop-in tutoring.
5. Old Business
  - a. Educational Master Plan Updates
    - Please review the 25 year plan that was sent out in an email and provide feedback.
    - Another draft will be available from the district. Will get Board and Senate approval in April then send it out to GEMQ again.
  - b. Tiger Pride Values
    - There is a large interest in revising the tiger pride values after getting feedback. Originally created like the vision statement short, sweet and to the point.
    - Discussion on removing names of individuals because we are leaving people out.
    - Ongoing discussion regarding rewording the tiger pride values.
 

Suggestions:

      - Working to build trust, promote honesty and transparency.
      - Remove transparency, add trust, integrity.
      - What will we remember, identify key words.
      - Figure out what the value is and then how to explain it.

- Casandra will reach out to members to form a workgroup to work on values.

## 6. New Business

### a. Procedures for Prioritization (both faculty and initiative) – Spring 2024 completion goal

- This will become a bigger issue regarding budget constraints. It should not be something that is a replacement or safety issues.
- W. McEwen should lead the discussions with feedback from program review then firm up the process.
- PR wants to provide clear instructions as to what should or shouldn't go into the requests.
- How can we do things differently, new ways to serve students, a lot of frustrations from areas that we are not all on the same page.

### b. Discussion regarding Best Practices – considering retirements/budget implications

- There may not be budget to rehire new faculty.
- Discussion at DLC was that the people retiring don't have to put in notice until March 15. Not a lot of time to rehire.
- It is a word of mouth agreement with Dr. Isaac that we can rehire but that is not memorialized anywhere.
- On going discussion on best practices for discussions of the initiatives. Discussing with department chairs, deans, VPs, and the opportunity for back and forth sign off discussions.
- How are we making our institution innovated and providing for our students?
- When the Deans meet with VPs to go over their plan is there intimidation? It was suggested to have a facilitator in the room so there is honest conversations.
- People are intimidated and afraid to speak up, worried for their jobs.
- Sometimes people don't get what they want so they complain and say they are being bullied.
- People feel that their voice is not being heard.
- Ongoing discussion regarding the process. The goal is to come up with a set of rules on how prioritization is supposed to occur.

## 7. Committee Reports – Committees have not met this semester

- 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/Casandra Greene)
- g. Methods and Metrics (Brandon Owashi)

## 8. Open Forum

- Some expressed interest in holding one GEMQ meeting in person and having a potluck. W. McKeen will send a survey to come up with the best time for everyone to meet.

## 9. Adjourn 4:40pm