

FOOTHILL COLLEGE – EMP TOWN HALL – MEETING MINUTES

JUNE 04, 2015

TOYON ROOM

12:00PM-1:00PM

COLLABORATION / PARTNERSHIPS

- Increase international and resident student interaction (capture & foster diversity)
- Partner with the local community; create more opportunities for service-learning activities
- Promote student collaboration and volunteerism with local businesses (for academic credit?)

EMPLOYEE SUPPORT

- Greater attention paid to the realities of cost of living and transportation expenses
- Possibility of more opportunities for adjunct faculty to receive additional compensation.
- Eliminate labeling of faculty v. staff – foster a sense of one Foothill employee community
- Foster greater employee engagement and professional development
- Foster collective employee development (faculty + staff; not separated)
- Research what obstacles prevent employee engagement; how can we remove such obstacles?
- Consider the student employees and their onboarding/orientation process
- Look carefully at the onboarding/orientation process for all new hires
- Implement a feedback system for student employees to be able to rate their supervisors
- Greater development of a mentorship program (provide student leadership development)
- Expand the work study program – create more opportunities for students on campus

EQUITY

- There is a need to increase the student voice in the campus organizations & committees
- More active seeking of student feedback and participation
- A commitment to diversity as a way to foster a culture of equity
- Diversity must be considered – it is separate from student equity.
- The correct language used in these goals is critical – cannot leave out key issues.
- Student access – how are we making sure our students are getting the support they need?
- Funding exists for equity but not for diversity – it takes serious campus commitment!
- Equity = inclusion

FUNDING

- Some overlap with collaboration/partnerships (support is a two-way street)
- Cultivate a new way of thinking/approaching the community (to gain their financial support)

GOVERNANCE

- Promote greater availability of data – help all to make more informed decisions
- Have clear structures in place for employees to participate in governance

INNOVATION

- Is there time to be creative/innovative while still completing required tasks?
- Innovation is a spirit – it must be rewarded in order to foster that culture on campus

LEADERSHIP

- Highlight that our students are seen as leaders (hold high standards but reward leadership)
- Everyone on campus must be willing to wear a *leadership cap* and step up when needed

STUDENT SUCCESS

- Reduce the barriers preventing students from accessing the assistance they require
- *“Enhance support for online quality”* – avoid ambiguity (this means any online interaction)
- Make the statements regarding online clear that it includes instruction and student services