# Classified Senate

Meeting Notes

November 14, 2023

##### **Officers/Senators**

Adriana Garcia, Juan Diaz, Adam Contreras, Vins Chacko, Lisa Ly, Dennis Shannakian, Andre Meggerson, Maritza Arreola

##### **Members**

Tina Lockwood, Claudia Guzman, Mary Medrano, Angelica Esquivel, Susan Ho, Thomas Bailey, Diana Martinez, Tina Lockwood, Claudia Guzman, Mary Medrano, Angelica Esquivel, Susan Ho, Thomas Bailey, Diana Martinez

## Welcome

## Approval of Agenda and Notes

Approval of the November 14th agenda: Alex motion, Vins seconds, approved

Approval of the November 7th minutes: Andre motions, Adriana seconds

## Budget Report

No new updates

## Senate Business

## Survey Results- Lisa PDF presentation, some analysis is as follows:

A survey was conducted from September 5th to October 25th to assess staff participation in the previous year's committees. The survey aimed to understand staff involvement in college and district committees and gauge their capacity for engagement in such activities. It included questions about the level of participation, motivations, time commitments, and years of employment.

The survey received 52 responses, which might represent around 20% of the staff. The survey listed 25 college committees, with data sourced primarily from the college's governance website and classified Senate inputs. The survey also included district committees and other committees identified by respondents.

Most respondents were involved in college-only committees, with a few participating in both college and district committees. The survey revealed a range of participation levels and motivations, with self-interest being a primary driver. Time spent on committees varied, especially among those in leadership roles.

**Findings**

A significant portion of respondents were involved in college-only committees.

Respondents' roles varied from leadership, guests, behind-the-scenes, to other specified roles.

Leadership roles were often held by those also serving in a leadership capacity in college committees.

The primary motivation for participation was self-interest, followed by job duties and other motivations.

Time commitment varied greatly, especially for those in leadership roles. Some reported spending less than four hours a month, while others indicated significantly more time, up to 16 hours a month or more.

**Demographics of Respondents**

Most respondents had been employed for between six to ten years.

A mix of full-time and part-time staff responded, including some who did not specify their employment years.

**Questions and Discussion Raised on Findings**

The need to assess current involvement and capacity for college engagement.

Considering what constitutes 'involvement' and how to assess capacity effectively.

Observations on the varying time commitments based on roles in committees.

A discussion on why some staff choose not to participate or prefer roles like 'guest' or 'behind-the-scenes' instead of leadership positions.

Concerns about the potential overactivity of some individuals in multiple committees.

The importance of representation in decision-making processes.

The challenge of balancing committee work with personal time and family commitments.

The potential need for more efficient committee structures or fewer committees to ease participation burdens.

**Next Steps and Concluding Thoughts**

Sharing survey results with senior administration and other relevant groups.

Discussion about the potential for a follow-up survey to explore challenges in participation.

Reflection on the high number of committees and the feasibility of staff participation in all of them.

Consideration of reducing the number of committees or reevaluating their necessity.

* Leadership spaces
  + 25 De Anza College only committees
  + 8 FHDA District committees
  + 5 Other /optional spaces
* 52 respondents
  + 20 leaders
  + 6 did not participate
  + 26 were guests or behind the scenes
* 12% 4 hours or less a week, about 2 committees, 16 hours a month
* Most that are serving, do so because of self-interest and or related to their job duties
* Survey participation was too low to determine a pattern
* Some folks are at or over capacity
* We did not assess for
  + why folks do not participate and or
  + why guests/behind the scenes do not want to be in leadership positions
  + Why did not folks did nto want to engage

Measure G taskforce: Adriana, Tina, Dennis, Alyssa,

* + Will be discussed at College Council agenda 11/16 at 330pm

### Medical Facility

### Leadership Requests

* FHDA- District Diversity and Equity Advisory Committee-vote (First meeting TBA)
  + Andre,
  + Maritza
  + Debee
* De Anza- Two classified professional members to serve on the AVPI hiring committee.
  + Diana Martinez
  + Marisa will reach out within the area of instruction to recruit another classified member
* CS- Elections Committee [Executive Committee (deanza.edu)](https://www.deanza.edu/gov/classifiedsenate/execcomm/index.html)
* Professional Development Conference Committee
  + Maritza
* Campus Wide- [Classified Senate- Leadership Participation 2023.docx (sharepoint.com)](https://foothilldeanza-my.sharepoint.com/:w:/r/personal/11250797_fhda_edu/_layouts/15/Doc.aspx?sourcedoc=%7BAAC81B2B-1E2C-42FA-A96B-C0BB5D41651D%7D&file=Classified%20Senate-%20Leadership%20Participation%202023.docx&action=default&mobileredirect=true&DefaultItemOpen=1&web=1)
* District wide - [Classified Senate- Leadership Participation 2023.docx (sharepoint.com)](https://foothilldeanza-my.sharepoint.com/:w:/r/personal/11250797_fhda_edu/_layouts/15/Doc.aspx?sourcedoc=%7BAAC81B2B-1E2C-42FA-A96B-C0BB5D41651D%7D&file=Classified%20Senate-%20Leadership%20Participation%202023.docx&action=default&mobileredirect=true&DefaultItemOpen=1&web=1)

Microsoft Teams Orientation- tabled for next meeting

## Leadership Reports

[CS Leadership Reports Nov 7-14th, 2023 .docx (sharepoint.com)](https://foothilldeanza-my.sharepoint.com/:w:/g/personal/11250797_fhda_edu/EdVkEsp1_W1PtX3KvTIXiH0B_MrmYXUzOiarFWvfRAb-9Q?e=HynOam)

DALA is doing an online fundraiser for this year’s programming, especially Latinx grad and student scholarships. [Donation Link](https://secure.donationpay.org/fhda/?s=GraciasTuesday)

The LGBTQ+ Employee Affinity group is in the process of getting this started for the year! Still figuring out the structure.

The Pride Center is excited to host our first **Chosen Family Dinner on Trans Day of Remembrance, Monday Nov 20th from 4-6pm**. Come break bread, enjoy community, and make art together. We'll be providing main dishes for everyone and appreciate any donations of drinks or desserts that folks may be able to offer. If you aren't able to make it but feel open and able to contribute, you can make a donation to the Pride Center on our [website here](https://www.deanza.edu/pride/) (either through a one-time donation or payroll deduction).

## Calendar and Next Steps

* Academic [Calendar](https://foothilldeanza-my.sharepoint.com/:w:/r/personal/11250797_fhda_edu/_layouts/15/Doc.aspx?sourcedoc=%7B2710F55E-053D-4E68-8C21-F24958745B76%7D&file=CS%20Academic%20Calendar%202023-%202024%20(12%20month)%20Draft%201%20June%202023.docx&action=default&mobileredirect=true)-
* [Events Calendar (deanza.edu)](https://www.deanza.edu/events/)

## Affirmations

## Links to be added