



Pasadena City College is an equity-minded learning community dedicated to enriching students' academic, personal, and professional lives through an array of degree and certificate programs, campus engagement, and customized student support.

PASADENA CITY COLLEGE MEETING AGENDA and NOTES

Title of Meeting / Committee Name: Strategic Planning Standing Committee

Date: Monday, March 2, 2020 2:00 PM-3:00 PM

Room: G1

Name of Person Taking Notes: Jennifer Alvarez

Chair(s):

Crystal Kollross

Matthew Henes

MEETING NOTES

In Attendance: Richshell Allen, Alex Boekelheide, Manuel Cerda, David Colley, Jennifer Fiebig, Stephanie Fleming, Matthew Henes, Veronica Jaramillo, Julie Kiotas, Crystal Kollross, Cynthia Olivo, Raquel Torres-Retana, Rhonda Williams

C. Kollross called the meeting to order at 2:05 PM.

I. Review and approval of meeting notes from November 25, 2019

- o Motion to approve: V. Jaramillo. Second: D. Colley. Abstain: M. Henes. Approved.

II. **INFORMATION ITEMS**-None

III. OLD ITEMS - DISCUSSION AND POSSIBLE ACTION

1. Final Strategic Plan/EMP – Draft of proof

- o C. Kollross discussed sending the EMP to Strategic Communications and Marketing for reformatting. A. Boekelheide will work on the redesign. The content will stay the same. C. Kollross asked the committee to review the final draft and let her know if there are any questions. She will send the new proof to the committee once she receives it.
- o A. Boekelheide asked about the framing language. C. Kollross clarified that the reformatting should reflect the new focus, equity.

2. Vision Statement – discussion only-

- o C. Kollross explained that PCC does not have a vision statement, although there has been discussion about this in the past. Other colleges use the MVV model- mission vision and values.
- o C. Kollross presented a comparison between a mission statement and a vision statement for the committee to review. She also presented vision statements from community colleges in California.

- S. Fleming asked how specific the vision has to be if PCC wants to eliminate the achievement gap by 2027 and this is framing a lot of the work. C. Kollross indicated that the committee should discuss this.
- M. Henes asked if there is value in adding to the current PCC mission statement and values. After reviewing the vision statements, is there value in creating a vision statement?
- D. Colley suggested the vision statement, “PCC will be the first community college to close the achievement gaps by 2027” but less specific. Likes the “will be” language and incorporating the achievement gaps.
- M. Henes suggested the vision statement, “PCC will be known for providing equitable education”.
- D. Colley suggested leading with being an equity minded learning community.
- A. Boekelheide asked what the difference is between a vision statement and core values. Asked if the proposal is to move to vision plus or a combination.
- C. Kollross clarified that it would be a combination as other institutions use the MVV model- mission, vision, values.
- S. Fleming clarified the difference between being “known as” versus “will be”.
- C. Kollross suggested the vision statement, “PCC will be the leading institution in closing equity gaps”.
- F. Fleming suggested adding “PCC will be the leading institution in closing equity gaps by offering a robust network of care to support students, providing a comprehensive first year experience program, making career first and providing equity for all”.
- C. Olivo indicated that the overarching essence of these three initiatives is that PCC is taking responsibility for changing practices to transform.
- A. Boekelheide asked if the vision would change after it is achieved.
- J. Kiotas indicated that the vision is totally aspirational. Statistically improbable.
- M. Henes indicated that if the vision is achieved, it could be rephrased to show that PCC is in a different phase in the process.
- C. Olivo stated that we are 4 percentage points from reaching parity with Latinx and Asian and white students so we could get there by 2027. At that point, other questions should be asked: are we helping students get sustainable living wage jobs? Once students transfer, are they earning a bachelor’s degree? The data shows that they are not.
- C. Kollross indicated that it is not just about retention but about jobs, living wages, transferring and 4-year degrees.
- C. Kollross clarified that the vision will be what guides PCC.
- The committee discussed the construction inspection program and how changes were made to help students achieve living wage jobs.
- J. Kiotas asked if the vision could include closing the equity gaps in everything- gainful employability, completion and transfer. D. Colley referenced goal 5 in the vision for success, which is an equity goal.
- A. Boekelheide suggested, “PCC will be the leading institution in closing gaps in equity, achievement and outcomes” to specify which gaps are being addressed.

- J. Kiotas suggested, “PCC will be the leading institution in providing equitable outcomes to students”. M. Henes indicated that this captures the spirit of what is meant by closing equity gaps.
- C. Kollross explained that the statements discussed would be written up and brought back to the committee. She asked the committee to send any other ideas.

3. PCC Core Values

- The committee discussed PCC Core Values and if they are still relevant or need to be changed. C. Kollross reviewed key words that were discussed at the last committee meeting and the number one value, equity focused minded, and the number two value, social justice and student first, student ready.
- The committee discussed if the core values still reflect the values of the institution.
- R. Torres- Retana asked what is it that we are hoping people will take away from core values? She envisions that faculty will incorporate them into their classroom and that student affairs will use them as guiding principles in leadership development.
- C. Kollross explained that although core values are not required for accreditation, if they are on the website, the institution has to show how they are reflected.
- D. Colley asked if institutional priorities can be used as core values.
- M. Henes suggested looking at the institutional priorities and asking why they are a priority. The “why” is the value.
- C. Kollross indicated that core values can expand on the mission.
- S. Fleming suggested that value can mean different things to different people and using a graphic to discuss major terms and how they connect to the core values. C. Kollross suggested designing it so that the student is at the center.
- R. Williams explained that the core values speak directly to the students to understand purpose of the mission and vision of the institution. The focus is on the students.
- J. Kiotas discussed moving away from “status quo”.
- The committee also discussed incorporating “harnessing fearless positive creativity”.

IV. NEW ITEMS - DISCUSSION AND POSSIBLE ACTION

1. Spring 2020 Campus Climate Survey

- C. Kollross discussed the next campus climate survey and the topics that will be addressed such as job satisfaction, collegiality and leadership at the college. It will be administered to faculty and staff. She asked the committee for ideas on questions that should be asked.
- A. Boekhelhide asked if there are trends that should be tracked. C. Kollross indicated that shared governance is being tracked since it is a reflection of PCC as an institution and this is usually standardized.
- M. Henes asked what happens to the results. C. Kollross explained that the results are summarized. Committees have been established as a result of the survey. This information can be used to get people more involved in the process.
- R. Torres-Retana asked about the Shaun Harper survey, which provides data on belongingness and inclusion and racial climates on campuses. C. Kollross discussed

that the survey was focused on students. Sean is developing parallel instruments for faculty and staff. C. Kollross indicated there is an interest in administering statewide to compare results among community colleges.

- C. Kollross said she will bring a survey to review the questions and the HED survey that incorporated everybody.
- J. Kiotas asked what does the term senior leadership mean. C. Kollross indicated that it was defined by Great Colleges to Work For as the board of trustees. It was defined more broadly as the board of trustees and senior leadership when the survey was administered.
- C. Kollross will bring a possible Spring 2020 Campus Climate Survey for the next meeting. She will also bring the Higher Education Diversity survey results that were distributed.
- C. Kollross asked the committee to discuss and address what should be done with survey results, who they should be sent to, and what conversations should be had surrounding the data.
- J. Kiotas asked for questions to separate out the board of trustees from the executive leadership team and immediate manager.

V. ANNOUNCEMENTS- None

VI. ADJOURNMENT- 3:07 PM