

President's Management Council  
September 22<sup>nd</sup>, 2025  
Meeting Agenda

*Present:*

*Dr. Manuel Alejandro Perez, Kohya Lu, Emily Barrick, David Crafts, Christopher Walker, Krystal Duncan, Kevin Sinarle, Manasi Devdhar-Mane, Chiara Ojeda, Natalie Alizaga, Heidi Pereira Bonilla, Andreas Wolf, Victoria Lin, Alex Guiriba, Steven Trinh, Gerardo Ramirez, Melinda Nguyen, Joseph Martinez, Elizabeth Smith, Luis Padilla, Claudia Menjivar, Jeanne Marie Velickovic, David Galvez, Olivia Viveros, Jai Kumar*

*Group Purpose:*

Management Council serves as a collective meeting space for the *College of San Mateo's non-represented* Managers. Through monthly meetings, the council serves to create a forum to engage in critical dialogue around issues affecting students and the larger campus community through general announcements, updates on area/campus-wide programming initiatives, and professional development. The council will also focus on opportunities for its members to develop a sense of belonging and shared identity within its membership.

*The council's purpose connects directly to the four goals outlined in CSM Forward 2028, our campus' Educational Master Plan (EMP) in the following ways:*

*1. Antiracism and Equity*

*Management Council strives to put Antiracism and Equity at the forefront of its purpose, focusing on addressing equity gaps on campus and contributing towards the removal of barriers to student success as college leaders.*

*What is our role in understanding race conscious thinking? What is the race conscious component of this statement?*

*2. Accessible Student-Focused Support*

*Critical dialogue and decision-making are rooted in a commitment to "students first", ensuring that administrative areas at the college are focusing on a common goal.*

*What is the focus of this area in regards to access and equity?*

*3. Transformative Community Partnerships*

*Intentionality is given to creating and growing community with managers on campus while also branching forward with off-campus partners at CSM Coastside, our sister campuses, and beyond.*

*What focus or commitment should we have for the year related to building out these partnerships?*

#### 4. Teaching & Learning

*Engagement in professional development activities and initiatives will further the council's knowledge and growth towards building a foundation of innovation and antiracist practices within the classroom and outside of through exceptional student services.*

*What is the council's investment in this goal?*

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#### 1. Welcome Back!

- Introductions
  - *Name, Position, and Favorite Thing about Fall*

#### 2. Purpose and Structure (Kohya and President Perez)

- Updated to incorporate the 4 Educational Master Plan (EMP) Goals
- Goal Discussion
  - *What do we want for our own purpose as a council?*
  - *What do we want for our teams as we pursue the EMP goals?*
  - *What do we want these meetings to be?*
  - *Shared understanding of EMP goals "For us...", shared awareness, professional development and training beyond this in the future → What is the central outcome that the group wants to see?*
    - *As a leadership team we need to be looking up at our own leadership (i.e. District Board), what are the policies that guide us, have intentional activities for our teams, drive what the culture of the organization is going to be (align to the strategic level of the district and what that is)*

- *Tangible things that leaders can do with teams*
  - *Building in ways to be informed by our teams, community, and students*
  - *Are we comfortable talking about antiracism on its own?*
  - *What are the action items to deepen belief of shared understanding of EMP goals and have that impact the campus community?*
  - *What is our “us, for us” component*
  - *Best practices from a management lens (teams but also from an individualized perspective)*
  - *Recruitment, hiring, onboarding impacts (improvement of practices and process)*
  - *Communication to the campus*
  - *Example: Unconscious Bias training for all faculty/staff instead of just for search committees?*
- *Antiracism Equity Goal → Using group’s skills/voices to address equity gaps identified in respective manager areas, having a holistic view of antiracism on campus, as a group have we historically had an opportunity to have a shared understanding of race consciousness*
- Meetings are for non-represented managers
  - *In-person meetings this year, “less squares, more circles”*
- Management Council and Participatory Governance
  - New PD Committee
    - *Chiara and Kohya have expressed interest, any additional interest to Manuel by end of day*
    - *Faculty PD Committee is also looking for participation from Management Council*
  - District Participatory Governance Council (DPGC)
    - *Recommended to roll over and reappoint acting VP of Instruction Chris Walker to serve*
  - Antiracism Council
    - *District-wide group that has current members of Management Council serving*

- Leadership
    - *Opportunity for an additional chair to help facilitate discussion within the group, etc.*
3. AY25-26 Meeting Format and Calendar (Kohya and President Perez)
- 2 meetings per semester plus 1 community building meeting opportunity
    1. Fall = September 22<sup>nd</sup>, October 27<sup>th</sup> (9am-10:30am), December 8<sup>th</sup> (4pm-6pm)
    2. Spring = February 2<sup>nd</sup>, March 9<sup>th</sup> (9am-10:30am), April 20<sup>th</sup> (4pm-6pm)
  - All in-person this year
4. Updates
- President's Updates (President Perez)
    - *HSI/AANAPISI grant funding, managed hire process*
    - *IPC proposal was shared for new Dean position (aligned with Dean of Strategic Partnerships and Workforce Development at Skyline job description currently), part of a reorganization, not a request for a new position, grant funded (stateside)*
    - *Not hiring Executive Director of SIED and Director of Career Development positions*
    - *October 18<sup>th</sup> Half Moon Bay Pumpkin Festival, volunteers wanted for parade, tabling, open house*
  - Vice President of Administrative Services Updates (Gerardo Ramirez)
    - *Budget information and state of deficit (savings of \$6 million needed)*
    - *Timeline of budget approval, forums, flex day presentations held, etc.*
    - *Out of Office October 1-17*
  - Vice President of Student Services Updates (Alex Guiriba)
    - *AANAPISI funding impacts still being discussed with San Francisco State University in terms of projects, etc.*

- *AANAPISI Week is this week, events information is out*
  - *Acting Dean of Enrollment Services search is underway; announcement to follow this week*
  - *Commencement discussions have begun*
- Vice President of Instruction Updates (Christopher Walker)
  - *HSI grant funding impacts and carryover funds, placement of staff across district, updates continue to come in on the state of affairs*
  - *Coastside course additions: math and science*
  - *Scheduling is currently being rightsized to pre-COVID levels*

## 5. Open Agenda