

College of San Mateo Management Council Meeting

Monday, April 12, 2021 | 11:05 AM – 12:00 PM

Members: Emily Barrick, Maggie Barrientos, Lizette Bricker, Tarana Chapple, Tabitha Conaway, Robert Dean, Laura Demsetz, Heidi Diamond, Krystal Duncan, Allie Fasth, Charlene Frontiera, Hilary Goodkind, Robert Gutierrez, Mike Holtzclaw, Elnora Kelly Tayag, Aubrey Kuan Roderick, Deborah Laulusa, Kim Lopez, David McLain, Claudia Menjivar, Carol Newkirk-Sakaguchi, Ashley Phillips, Ludmila Prisecar, Patrice Reed-Fort, Kristi Ridgway, Richard Rojo, Aaron Schaefer, Jeremiah Sims, Steven Trinh, Janis Wisherop, Andreas Wolf, Tiffany Zammit

Co-chairs: Alex Kramer and Micaela Ochoa

Facilitator: Alex Kramer

Guest: Arielle Smith and Fauzi Hamadeh

Attendees: There were a total of 25 members and guests present at this meeting.

Minutes

1. Welcome and Check-in

Alex Kramer called the April 12th Management Council Meeting to order at 11:05 AM and welcomed members and guest to the meeting.

2. Review and Approve Agenda

Alex presented the April 12th Management Council Meeting Agenda for review and said this meeting was going to be dedicated to the CSM Reimagining discussion. The agenda was reviewed and with a show of thumbs up members approved the agenda as presented without modifications.

3. Announcements, Updates, Sharing, Acknowledgements, Kudos, Reminders

- Hilary Goodkind reported that the ACCJC team is here this week and they will be conducting the follow-up visit on Wednesday, April 14 from 10:30 AM to 2 PM. She said that those that were involved in the DE (Distance Learning) follow-up items would be interviewed by the ACCJC team.
- Kim Lopez announced that over the weekend all the baseball teams were able to play their first competition after over a year of COVID.
- Andreas Wolf shared that softball teams are also playing. Kim said that this is the first competitive sport this academic year and it's really exciting.
- Elnora Tayag announced that [The Chronicle of Higher Education](#) was now live at CSM Library with all access including the latest issues for students and employees, only. She said that the Chronicles can be accessed in and off campus long as the library link and credentials are used because the library system authenticates user IDs.
- Micaela reminded managers that we are still recruiting for Management Council co-chairs and

asked interested members to send an email by the end of April to either Alex Kramer or Micaela Ochoa. Alex stated that it was a very exciting opportunity and to reach out to him with questions about the demands of the role.

4. Review and Approve Meeting Minutes – March 8, 2021

Alex presented the March 8, 2021 Management Council meeting minutes for review and approval. Members approved the March 8, 2021 Management Council meeting minutes as presented with a show of thumbs up and approvals in the chat.

5. EOC Update

Kim Lopez provided an update on EOC. She said that Governor Gavin Newsome announced his plan to open up California on June 15 and that Chancellor Mike Claire sent out an email on Saturday, April 10 to all employees outlining his response to this announcement. She said that the EOC team began working on a comprehensive recovery plan at the beginning of the Spring semester 2021 and Chancellor Claire would update the Board of Trustees regarding SMCCCD recovery planning at its meeting on April 14, and continue with the original plan to have a robust recovery starting January 2022.

6. CSM's Radical Reimagining: How do we emerge?

Hilary Goodkind led a conversation on CSM's Radical Reimagining: How do we emerge from the storm? She said that members were going to be participating in exercises utilizing Jam Boards so the team could capture everyone's ideas. She said that CSM's EMP Implementation team: Kristi, Jeremiah, Francisco, Tarana, Alex, Ashely, Tabitha, Tiffany, Allie, Fauzi, Arielle and Hilary are seeking a new name. She said that the EMP Implementation team has been revisiting the EMP throughout COVID-19 to update it moving forward. The team needs all leadership support to move it forward.

Reflections of 2020: Hilary stated that when the entire campus was brought online, it elevated student voice, took decisive anti-racist actions and publicized them. She communicated that leadership changes took place and recognized the entire CMS community and management for the extraordinary and amazing efforts to get us through this pandemic. However, we still have more work to do and this is the beginning of what the work looks like moving forward.

Hilary led Management Council members through a reflections exercise on what happened in 2020, directed them to collaborate in a jam boards discussion and posed two questions: 1) What went well in this year? 2) What have we learned? She stated that all comments posted on the jam boards were anonymous and asked for everyone's collaboration and participation because all comments were going to be collected and shared with the new CSM President.

Overview of The perfect storm: The context challenging our students and our future 2020-2021:

Kristi said that dealing with COVID-19 also meant dealing with physical illness, mental health issues, unemployment – a loss of over 22M jobs during the pandemic in the United States, high poverty in the Bay Area, housing crisis, decrease in community college students income, connectivity issues, an increase in aging population and declined in high school graduates. She said that CSM had been shifting demographically and enrollment has declined in large percentages including with international students. Members reflected and shared out.

Community Context: Jeremiah Sims said that 2020 was an unprecedented year that created illness, death, unemployment, racial injustice, decline in enrollment and had affected our students directly.

He said that there's a need to find new ways to alleviate those barriers that affect our students.

Students are forced to question college: Fauzi Hamadeh said that students are questioning whether or not to pursue higher education because they need to work to survive in the Bay Area. He shared the results of a nation-wide survey of 1,000 high school students: 50% said that they could achieve professional success with three years or less of college education and only 25% believed that four-year college education was a way to a good job.

Silicon Valley is Aging: Tiffany Zammit spoke to the housing crisis and that it's affecting our students and the aging population of ages 65 year and older who are moving out of the community. She also spoke about the shrinking number of children under 18 years old impacting high school enrollment.

Members reflected and shared out.

Workforce Context: Job loss and uncertainty during the Pandemic: Ashley Phillips said that recessions were a long-term threat to new graduate's income levels. She said that the job declines and income levels during the pandemic were worse than those during the recession in 2007.

Alex Kramer talked about Silicon Valley's pandemic-related job losses in the community infrastructure and services that led to a 15% year-over-year employment decline and said that it was vital for workforce to focus on the new careers to help retrain students. Workforce could ensure that students have pathways into new careers. He stated that workforce had shifted and people reentering the workforce were going to need training to be prepared with a new set of skills that new jobs required.

Members reflected and shared.

Hilary said that the trends in higher education have been shifting into lifeguard mode. She shared pre and post pandemic driven shifts in higher education and general trends in the future of higher education.

The Antiracist College: Kristi said that CSM was committed to create an antiracist college and that management had to take-action to start working and implementing strategies when everyone is back on campus. Jeremiah added that to become an antiracist institution a change on how to do the work has to happen but it can't be ambivalent.

Instruction Trends: Kristi said that the conversation on the different kind of instruction models had already began.

Hilary lead members to a second jam boards activity focusing on the following questions: 1) What should we do differently when we return to campus? 2) What do we not understand that we need to understand?

Hilary thanked Management Council members and EMP Implementation team for their collaboration.

7. Agenda Items for May 10, 2021 Management Council Meeting

Alex called for agenda items for the May 10, 2021 Management Council meeting. He said that

agenda items could be emailed to either to the co-chairs: [Alex Kramer](#) or [Micaela Ochoa](#) or by utilizing the [Google form](#).

8. Adjourn

Alex adjourned the meeting at 12:00 PM, wished everyone a fantastic week and thanked everyone for taking the time to attend the meeting.

2020-2021 Management Council Schedule	
September 14, 2020 11:00 AM – 12 PM	February 8, 2021 11:05 AM – 12 PM *
October 12, 2020 11:00 AM – 12 PM	March 8, 2021 11:05 AM – 12 PM *
November 9, 2020 11:00 AM – 12 PM	April 12, 2021 11:05 AM – 12 PM *
December 14, 2020 11:00 AM – 12 PM	May 10, 2021 11:05 AM – 12 PM *
January 11, 2021 11:05 AM – 12 PM *	* please note new start time