



El Camino College

College Council Minutes
Monday, February 19, 2019
1:30 – 2:30 p.m. Library 202

Attendance

Dena Maloney, Rose Mahowald, David McPatchell, Jean Shankweiler, Ross Miyashiro, Jane Miyashiro, Joseph Mardesich, Debbie Turano, Edith Gutierrez, Chris Jeffries, Jesse Mills, Joseph Mardesich, Brian Fahnstock

Absent

Kristie Daniel-DiGregorio, Kenny Galan, Ann O'Brien

Guests Presenter

Susan Pickens

Minutes

1. Welcome/Approval of Minutes –

After review, the minutes from the February 4, 2019 meeting were approved.

2. Board Agenda Review

<https://www.boarddocs.com/ca/ecccd/Board.nsf/vpublic?open>

Brian Fahnstock walked through the El Camino Bond-Funded Building Program Update presentation including an update on the funds from the 2002 and 2012 Bond measures, the status of the buildings that are currently in construction on campus and architect's renderings of future projects.

Jean Shankweiler walked through the Enrollment Management Plan Update presentation, which included enrollment trends; outreach, access and retention strategies and marketing efforts implemented to increase enrollment.

In the interest of time, Dr. Maloney asked College Council members if there were any comments or questions on the February 19, 2019 Board agenda. There were no comments or questions.

3. Applauding Warrior PRIDE - Employee Recognition Program

Jane Miyashiro and Susan Pickens presented the new proposed Employee Recognition program. (PPT presentation) This employee recognition program fulfills the College's mission and makes progress to our vision. The program reinforces El Camino's organizational values and goals. Applauding Warrior PRIDE was designed by a large cross campus design team and utilized data from research, best practices and a campus survey of the current employee recognition program. The changes to the program were highlighted, information was provided on accessing the online form using the URL/QR code, plans for rolling out the program and continued marketing strategies were presented and the collegial consultation process was reviewed.

Metrics to track and evaluate the impact of the program will ensure the long-term continuation of the program. Scheduled surveys to the campus community will be sent out at 6 months and 12 months after the roll out. The design team will meet again to evaluate the data to see if changes to the program should be made. A committee meeting every two years is planned to keep the program thriving. A quarterly survey will be sent to award recipients for feedback on how the Applause award made them feel and asking if their experience can be used to market the program.

Supervisors are part of the process to deter self-nominations. The campus survey also indicated that the recognition was more meaningful to the recipients if it was acknowledge by their direct supervisor.

The design team is recognized for their hard work and the care they took in integrating the best of the old program in the new program.

4. International Student Program

Due to overlapping meeting schedules, Ross Miyashiro is not able to present his Power Point presentation on the reorganization of the International Student Program. We will bring this back to College Council for a comprehensive overview of the new information on March 4, 2019. The goal is to double the international student population at El Camino. This exposes the campus to world cultures and gives the rest of the world exposure to the unique culture of Southern California. Ultimately increasing the population of International students at El Camino improves enrollment, fills empty seats, possibly expands sections and provides the opportunity to increase funding. We want El Camino to be a destination for students.

5. Strategic Planning Meeting Update

The third Strategic Planning meeting was held on February 1, 2019. We focused on Mission, Vision and Values. We received an update on the new Student Success Metrics and talked about the relationship between the Ed Master Plan; Comprehensive Master Plan; Mission, Vision, Values and the Strategic Plan.

6. ACCT Washington DC Update Dena, Marc Stevens 5 minutes

Trustee Michelin, Trustee Brown, Dr. Maloney, and Marc Stevens attended the ACCT Annual Legislative Summit in Washington D.C. and met with representatives for Senator Diane Feinstein and Congresswoman Maxine Waters. They also met with the Under Secretary of Higher Education. There was a photo opportunity with the entire delegation from California and Senator Kamala Harris.

We advocated for the reauthorization of the Higher Education Act, Pell eligibility for summer students, local projects and a number of other things. It was a successful visit. College Council received a handout detailing community college legislative priorities.

7. Adjournment All

2018-19 College Council Goals

1. Lead the ECC Governance Evaluation Project and develop recommendations to improve governance processes at ECC.
2. Complete/continue development of legally required policies. Review strategies and tools to improve accessibility of BP/APs and select/implement solution.
3. Support Compton Transition Planning process to conclude partnership by June 7, 2019.
4. Consult collegially to help develop a Strategic Plan, ensuring alignment with the Chancellor's Office *Strategic Vision for Success* and findings from the Climate Survey.
5. Consult collegially to discuss and recommend the topics for the Quality Focused Essay by February 1, 2019.
6. Monitor progress on overarching initiatives, including but not limited to, Guided Pathways, Strong Workforce, and AB705 implementation.

Future Meeting Dates: 1:30 p.m. in Lib. 202

D. Maloney

Reminder only

Spring College Council Meetings

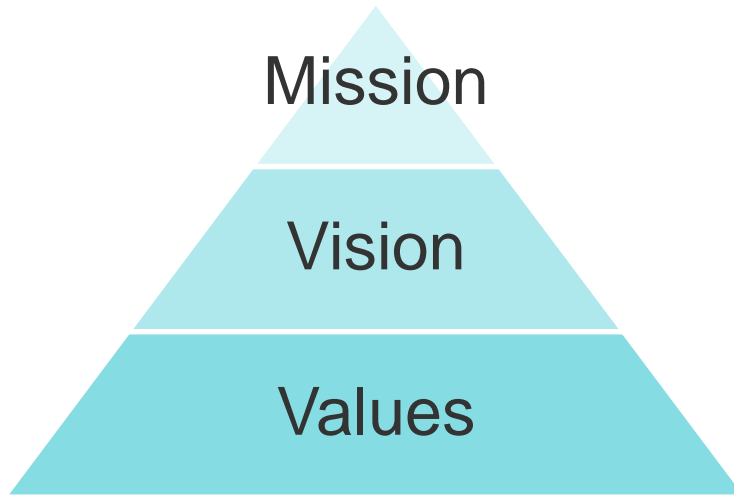
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|-------------------------------|---|
| a. Tuesday, February 19, 2019 | Board review, Warrior Employee Recognition Program, |
| International Student Program | |
| b. Monday, March 4, 2019 | |
| c. Friday, March 15, 2019 | (Policy Review Day) |
| d. Monday, March 18, 2019 | (Board Day) |
| e. Monday, April 1, 2019 | |
| f. Monday, April 15, 2019 | (Board Day) |
| g. Friday, May 3, 2019 | (Policy Review Day) |
| h. Monday, May 6, 2019 | |
| i. Monday, May 20, 2019 | (Board Day) |
| j. Monday, June 3, 2019 | |

ECC's Revamped Employee Recognition Program

Thank
you!



Why are we doing this?



In order to fulfill the College's mission and make progress toward our vision, El Camino developed several strategic initiatives.

One such strategic initiative is **Collaboration** with the objective of developing, promoting, and implementing an employee recognition program.



For recognition to be really impactful, it needs to reinforce behaviors that are aligned with

Organizational Values

Reinforce El Camino's culture by recognizing behaviors that **demonstrate core values** and desired workplace behaviors.

Reinforce what ECC values in individuals and as a community.

Organizational Goals

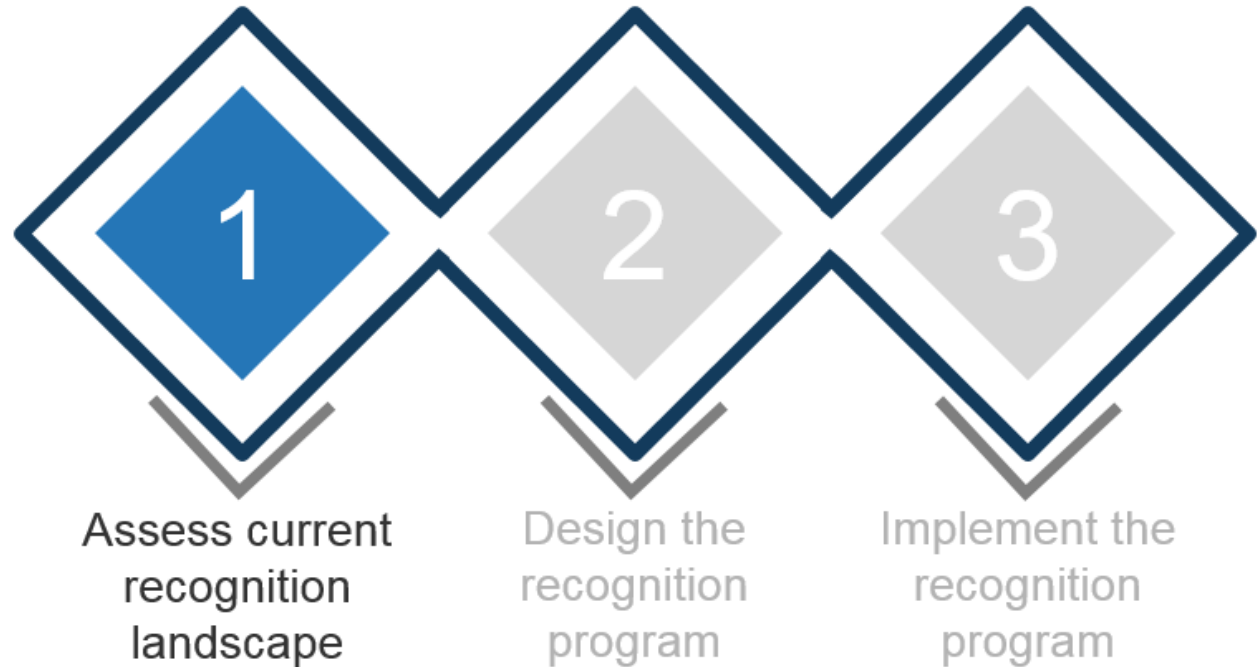
Support El Camino's mission by recognizing behaviors that **drive organizational performance.**

Highlight employees pursuing ECC's objectives.

STEP 1: ASSESS CURRENT RECOGNITION LANDSCAPE

STEP ONE INCLUDED:

Gathering data on employee preferences and perceptions of recognition.



Survey Results



- Liked the old Applause Card concept.
- Prefer a simple nomination process (i.e., online.)
- Prefer recognition that is private, via email, or in-person by immediate supervisor.
- Frequency of recognition unimportant; whenever applicable.



- Applause Card program lacked clarity on how to nominate a person or where to locate a form.
- No connection to organizational values or mission.
- Unclear who was eligible for an Applause Card or what qualifies a person for an Applause Card.
- Never 100% sure when a person received their Applause Card; different methods of distribution.

Redesigning the Employee Recognition Program

- Changed to an online format via Formstack.
- Form accessible 24/7 via desktop or mobile device.
- Individuals eligible for recognition include ALL employees of the College including full-timers & part-timers, faculty, staff, administrators, supervisors, student workers, TNCs, and SSPs.
- Employee and their supervisor are e-notified immediately when awarded.
- Employee's choice to have their name listed in the President's Newsletter.
- Rationale for recognizing an employee is tied directly to the College's:

MISSION – making a positive difference in people's lives.

CORE VALUES – People, Respect, Integrity, Diversity, Excellence



People. Respect. Integrity. Diversity. Excellence

Applauding Warrior PRIDE Webpage

<http://www.elcamino.edu/about/depts/prodev/eccpride/applauding-warrior-pride/>

Webpage details eligibility requirements, criteria, and link to online form:




El Camino College

ACADEMICS ADMISSIONS CAMPUS LIFE ABOUT

El Camino College Home > About > Departments > Professional Development > Eccpride > Applauding Warrior PRIDE

Applauding Warrior PRIDE

Applauding Warrior PRIDE- ECC's Employee Recognition & Acknowledgement Program



People • Respect • Integrity • Diversity • Excellence

What is "Applauding Warrior PRIDE"?

"Applauding Warrior PRIDE" is a campus-wide employee recognition and acknowledgement program that was recommended through the collegial consultation process and adopted as an official strategic initiative for El Camino College. It is an overhaul of the former "Applause Card" recognition program where it is now structurally grounded in and tied to:

- The College's mission – Recognizing employees making a positive difference in people's lives; and
- The College's values – Acknowledging employees who reflect Warrior PRIDE (employees who demonstrate a value for People, Respect, Integrity, Diversity, Excellence.)

How does the program work?

Individuals who want to recognize or "applaud" an El Camino employee who demonstrates the College's mission or embodies the College's values can complete an **online form** that will be emailed to the employee and their supervisor as a certificate of award. Nominators are encouraged to include their identity when submitting an online "applause," but identities can be withheld from award recipients if desired (but a

Online Form through Formstack



Applauding Warrior PRIDE - El Camino College's Employee Recognition & Acknowledgement Program



Thank you for recognizing an El Camino College employee! By taking the time to recognize and acknowledge **individuals who are making a positive difference in peoples' lives**, you are putting into action El Camino's Mission while simultaneously building community, inspiring others to excel, and cultivating a culture of respect all of which foster a healthy work environment!

Please complete all the fields on the form. If you need clarification or information to complete a field, please contact Human Resources at HR@elcamino.edu or call (310) 660-3593 ext: 3807 for assistance.

[Save and Resume Later](#)

Next

https://elcamino.formstack.com/forms/warrior_pride

Marketing the Program

- Developing flyers & bookmarks for posting around campus with QR Code & program info.
- President's Newsletter will have an official roll-out article in March.
- Periodic email reminders about the program.
- A "plug" for the program at Fall Flex Day, New Hire Orientations, and other public venues.
- Links to the program on the ECC homepage, HR webpage, and MyECC portals.

Applauding Warrior PRIDE
Employee Recognition & Acknowledgement Program



PRIDE
People. Respect. Integrity. Diversity. Excellence

"Applauding Warrior PRIDE" is a campus-wide employee recognition & acknowledgement program that was recommended through the collegial consultation process as an official strategic initiative.

How the program works: Individuals who want to recognize or "applaud" an ECC employee for work or behavior that aligns with the College's mission or core PRIDE values can complete an online form to generate a certificate of award which is emailed to the employee and cc'd to their supervisor. Award recipients may also choose to have their name published in the President's online Newsletter.

Criteria to receive a Warrior PRIDE award: Recipients must be a current ECC employee and the individual's actions or behaviors must either drive ECC's mission (of making a positive difference in people's lives) or reinforce one or more of ECC's core values (People, Respect, Integrity, Diversity, Excellence.)

Restrictions affiliated with the program: All currently working employees of ECC are eligible to participate, both as a nominator and as an award recipient. Individuals who are not currently working at ECC or not on ECC's payroll can nominate an ECC employee but are not eligible to receive an award. There are no restrictions on how many times or how frequently a person can nominate individuals for an award or an eligible recipient can receive an award.

https://elcamino.formstack.com/forms/warrior_pride

Nomination form accessible online

ALL ECC employees are eligible

- Staff (full-time & part-time)
- Faculty (full-time & adjunct)
- Police (including officers, trainees, & cadets)
- Managers
- Student Workers
- TNCs & SSPs

Instantaneous notification via email to awardee & supervisor

Optional listing in President's Newsletter



Consultation Process

February 4th – Executive Cabinet

February 12th – Student Services Area Council

February 14th – ASO Meeting

February 19th – Technology Committee and College Council

February 20th – President's Meeting

February 28th – Campus Police Meeting

March 5th or 19th – Academic Senate

March 29th – Classified Union Meeting



Questions / Concerns / Suggestions?



2019 COMMUNITY COLLEGE FEDERAL LEGISLATIVE PRIORITIES

STRENGTHEN PELL GRANTS

SHORT-TERM PELL GRANTS

[Expand Eligibility for Students Enrolled in Short-Term, Workforce-Oriented Programs](#)

- Short-term programs allow students to quickly and cost-effectively increase their skills and earning potential.

INCREASE THE PELL GRANT MAXIMUM AWARD

[Index Pell Grants to Inflation](#)

- Increasing the maximum Pell Grant award helps ensure that low-income students can attend college, while reducing the need for borrowing.

SECOND CHANCE PELL GRANTS

[Facilitate Postsecondary Education for Qualified Incarcerated Individuals](#)

- Under the Department of Education's experimental sites initiative, 65 colleges currently offer Pell Grants to incarcerated individuals seeking a postsecondary credential. Congress should overturn the ban on Pell for this population to increase the likelihood of employment after release and reduce long-term recidivism.

INVEST IN EDUCATION AND WORKFORCE DEVELOPMENT

PROVIDE SUFFICIENT FUNDING FOR HIGHER EDUCATION AND WORKFORCE DEVELOPMENT

[Investments in Education and Training Generate Social and Economic Dividends](#)

- Congress must allocate funds to the Labor, Health and Human Services, and Education subcommittee that will allow for the necessary support for key community college programs. This can only be achieved by raising the non-defense discretionary spending cap in FY 2020.

SUPPORT STUDENT ACCESS AND SUCCESS

[Pell Grants, SEOG, Federal Work Study, TRIO, GEAR UP, CCAMPIS](#)

- Strengthen the Pell Grant program by providing additional aid to students and provide additional funding for the Supplemental Educational Opportunity Grants (SEOG), Federal Work-Study, TRIO, GEAR UP, and Child Care Access Means Parents in School (CCAMPIS) programs.

STRENGTHEN UNDER-RESOURCED INSTITUTIONS

[Minority Serving Institutions, HBCUs, Tribal Colleges, Strengthening Institutions](#)

- Increase funding for institutional aid programs, including: Title III-A Strengthening Institutions program; Strengthening Historically Black Colleges and Universities; the Developing Hispanic-Serving Institutions programs; and other programs serving traditionally underrepresented populations.

BOLSTER JOB TRAINING AND CAREER AND TECHNICAL EDUCATION

[Adult Basic Education, Perkins CTE, WIOA, ATE](#)

- Increase funding for Perkins Career and Technical Education (CTE) programs, Adult Basic and Literacy Education state grants, state grants under the Workforce Innovation and Opportunity Act (WIOA), and NSF's Advanced Technological Education (ATE) program to provide needed support in these areas.

REAUTHORIZE THE HIGHER EDUCATION ACT

OPPOSE NEW RISK SHARING PENALTIES

Oppose Federal Financial Penalties Based on Borrowing, Student Aid, or Outcomes

Community colleges simply do not have the resources to absorb new federal financial penalties. Implementation of risk sharing at community colleges would inevitably result in either increased costs or reduced educational services to students.

REDUCE DEBT FOR COMMUNITY COLLEGE STUDENTS

Improve Federal Student Loans and Campus-Based Aid

Link loan limits to enrollment intensity as well as degree and program type. Maintain subsidized federal loans for low-income students. The allocation formulas for Federal Work-Study and Supplemental Educational Opportunity Grants should ensure that needy students at all institutions have equitable access to funds.

ENHANCE TRANSPARENCY AND DATA

Create a National Student Unit Record Data System to Track Completion and Earnings

An effectively implemented, secure unit record data system would reduce administrative costs as well as produce more relevant and comprehensive data than are currently generated.

SUPPORT DREAMERS

ASSIST STUDENTS IMPACTED BY THE DACA RESCISSION

Enact the Dream Act to Provide Dreamers with Permanent Legal Status

The Dream Act provides a path to citizenship for undocumented young people, including the thousands of students currently enrolled in the Deferred Action for Childhood Arrivals (DACA) program. These individuals were brought to the U.S. as minors and frequently have no ties to the countries from which they came. The administration's DACA rescission (which has been blocked by federal courts) leaves thousands of young people, including many students, in a precarious status. The Dream Act is needed to permanently enable them to reach their full potential, benefitting the entire nation in the process.