Diversity Functional Committee
Meeting Agenda
April 3, 2014
B-203

Present: Dora Abbruscato, Richard Brown, Tuan Dean, Kay Frey, Keturah Haferkamp, Luisa Hernandez, Rosa Maria Hernandez, Mary Jeans, Gail Krahenbuhl, Paul Martinez, Alicia Roberson and Isabela Zurawska Guests: President Patricia Granados, Lindsey Westley, and Joseph Klinger

1. Welcome – Luisa welcomed all the members and guests to the meeting.

2. New Business:
   - Visit from President Granados – President Granados thank the committee for its commitment. She highlighted information from the HLC, in particular three pressing areas: share governance, assessment, and resource allocation.

   In the area of share governance, she discussed the need to revisit the structure of shared governance and how union representation on committees does not support the traditional model. An MOU with the Union is in the works to modify the current union contract reference changes in appointments to the various committees. A College Hour is scheduled for April 22nd to gather input on the recommended share governance structure. The goal is to have a model implemented by fall 2014. This would allow for a full year of implementation before the report is due to the HLC in the spring of 2015.

   In the area of assessments, she addressed the need for program assessments throughout all institutional levels, including departments.

   President Granados also reflected on the work of the Diversity Committee and the need to share information among committees and within the college, including diversity activities we hear about.

   - Visit with Joe Klinger, Executive Director of HR – The Committee had questions for Joe regarding the following topics:

     - Hiring process and search committees – Joe describe Triton’s current make-up of search committees. A search committee is required to have 20% of its members from a protective class. Currently, HR advertises in about 20 diversity sources. The Committee recommended that HR increase its recruitment efforts by having Triton’s participants at the
various conferences man a recruitment table to help recruit a more diverse applicant pool.

- HR Succession Plan – designed to build a leadership pipeline within the college. The plan would look at employees who are high performers and employees who have high potential but are low performing as potential leaders in the college. The first step is to identify critical positions within the college and potential replacements if necessary. Currently the college has only one staff members in key positions, such as payroll and scheduling. Should these employees leave triton, no one is prepared to replace them.

- Several of the committee members also asked about the process for hiring a new president. It important the community be involved in the hiring process.

3. Old Business:
   - Debrief Diversity Brown Bag – Brown bag on minority males students in community colleges will be schedule for April 28\textsuperscript{th} at 12:00.

4. Concerns or issues - none

5. Announcements -none

6. Next meeting – May 1st, 3:00 p.m. B-203