

**San Diego Mesa College  
President's Retreat  
Meeting Notes**

Tuesday, November 8, 2016  
1:00 p.m. – 5:00 p.m.,  
MC 211 A&B

<b>ATTENDEES</b>	<b>Facilitator: Deanna Cherry</b>	David Fierro	Laura Mathis	Saloua Saidane (excused)
	<b>President: Pam Luster</b>	Michael Fitzgerald (absent)	Larry Maxey	Lisa Shapiro
	Rachelle Agatha	Rob Fremland	Ikuko McAnally	Leslie Shimazaki
	Manny Bautista	Taj George (excused)	Tim McGrath	Danielle Short (absent)
	Juan Bernal (absent)	Paula Gustin	Victoria Miller	Wendy Smith
	Danene Brown	Ashanti Hands	Alanna Milner (excused)	Kelly Spoon
	Beth Cain	Kevin Hazlett	Jill Moreno-Ikari	Irena Stojimirovic
	Jennifer Carmichael	Ed Helscher	Katie Palacios	Judy Sundayo
	Yolanda Catano	Madeleine Hinkes	Eva Parrill	Michael Temple
	Kristan Clark (excused)	Holly Jagielinski	Toni Parsons (absent)	Susan Topham
	Ailene Crakes	Leroy Johnson	Kim Perigo	Joseph Toto
	Monica Demcho (absent)	Ken Kuniyuki (absent)	Anabel Pulido	Manuel Velez
	Donna Duchow (absent)	Mariam Kushkaki (absent)	Mariette Ratner (absent)	Tracey Walker (absent)
	Ian Duckles	Trina Larson	Tina Recalde	Charles Zappia
	Saeid Eidgahy	Thuan Le	Anthony Reuss (absent)	Becca Arnold
	Howard Eskew	Jaime Lenke	Agustin Rivera	Chris Sullivan
	Claudia Estrada	Charlie Lieu	Charlotta Robertson (absent)	Johanna Eriksson
	Ava Fakhrabadi	Andrew MacNeill	Denise Rogers	Dawn Whiting
	Matt Fay	Mark Manasse (absent)	Monica Romero	

**Agenda Item A: Welcome and Introductions: Pam Luster (1:30 p.m. – 1:45 p.m.)**

<b>DISCUSSION</b>	<ul style="list-style-type: none"> <li>• President Pamela Luster welcomed everyone to the President's Cabinet Retreat titled, 'Mapping our Success 2015-2016 and Beyond'.</li> <li>• Luster aimed to discuss the Educational Master Plan (2013-2019). She wants everyone think about how far Mesa College has come and the ways the institution has changed from when the goals were set back in 2013. The goal for the retreat is to continue to talk about measuring our outcomes and the ways we are impacting our students.</li> <li>• Questions to address:             <ul style="list-style-type: none"> <li>▪ How we are doing what we are doing and is it getting us to where we want to be?</li> <li>▪ Are we measuring things the right way?</li> <li>▪ How do we assist our students?</li> </ul> </li> </ul>
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	<ul style="list-style-type: none"> <li>▪ How do we know what is next?</li> <li>▪ What is our strategy?</li> <li>▪ Example: The course redesign institute and re-designing courses with an equity perspective.</li> </ul> <ul style="list-style-type: none"> <li>• Luster welcomed Deanna Cherry, the facilitator for the retreat.</li> <li>• Luster wants to build capacity between communications across campus. <ul style="list-style-type: none"> <li>▪ How do we build capacity to get all of these things done? How do we invite others to get the work done? Where are we headed? Do we have some strategies?</li> </ul> </li> <li>• <u>Objectives:</u> <ul style="list-style-type: none"> <li>▪ Share progress on a framework to focus our efforts.</li> <li>▪ Increase opportunities to build new leadership.</li> <li>▪ Clarify how to communicate with the campus.</li> </ul> </li> <li>• Cherry-We want to update you with its utility to provide leadership across campus. The framework is the place where you can come back in reference. People take leadership roles based on their entrepreneurialism. It's important as this campus works that it creates more space on the table to use the different strengths people possess. Make sure that the campus is up to date as well. Maybe the means of communication needs to be different. We want your advice.</li> </ul>
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

**Agenda Item B: Colors Warm Up (1:45 p.m. – 2:15 p.m.)**

<b>DISCUSSION</b>	<p><b>Colors Warm Up Activity</b></p> <p>Luster asked the participants to take a personality test titled, “Discovering our personality style through true colors.” Cherry led the activity.</p> <ul style="list-style-type: none"> <li>• Inclusion Activity- Divide up into four groups based on your primary color. One person from the group was designated as the leader of the discussion and offered their perspectives on the shared discussion.</li> <li>• <u>Discussion:</u> <ol style="list-style-type: none"> <li>1) What does your color offer Mesa? <ul style="list-style-type: none"> <li><b>Green (Kim Perigo)</b>-Generally knowledgeable, workhorses, willing to look at all sides of the issues.</li> <li><b>Blue (Ashanti Hands)</b>-We offer teamwork and partnership. We offer nurturing, honesty, empathy, compassionate research, cooperate. We believe in teamwork. We provide a conscience.</li> <li><b>Gold (Ian Duckles)</b>- The visual representation is a nice description of who we are. We like order, stability, organization, and we like to plan.</li> <li><b>Orange (Howard Eskew)</b>-We are generous to fault and we also bring the excitement to the campus. We are the reason you come to work every day.</li> </ul> </li> <li>2) What should the other colors know about working with you to help you contribute more? <ul style="list-style-type: none"> <li><b>Green (Perigo)</b>-If you said it once, move on! We got it. We like to be data informed. We are very deliberate about what we do and we don't give a damn about your emotions. Sorry, it's just work. We tend to volunteer and</li> </ul> </li> </ol> </li> </ul>
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	<p>pilot things. We will question things and we get bored easily.</p> <p><b>Blue (Hands)</b>-Give money to do our work. We will keep it real and honest. We like it when people appreciate and value our work. We are flexible and reliable. Please don't mess with us. Include us, give us opportunity, believe in us, realize that we might be introverts.</p> <p><b>Gold (Duckles)</b>-Please show up on time. Tidy up, clean things, and follow through. Please answer those emails in a timely fashion, in less than 24 hours. Do your job and what is expected of you and that would be wonderful.</p> <p><b>Orange (Eskew)</b>-We are the risk-takers and the do-ers. We love to bring attention, but we like to bring attention to everyone and that all the credit goes to other people even though we thought of it. Healthy inspiring competition. We are dynamic and inclusive, but we need variety and need things to change up. We are great at endurance and we are not afraid to take that change and we are the cheerleaders of Mesa College.</p> <ul style="list-style-type: none"> <li>• <b>Cherry</b>-How do people come to the table and how are they greeted? As we consider our framework and our work, how do we create spaces in the table for everyone? We want to keep this in mind for the rest of the meeting.</li> </ul>
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

**Agenda Item C: Mesa Framework Draft & Needs Dialogue: (2:15 p.m.-3:00 p.m.)**

<b>DISCUSSION</b>	<ul style="list-style-type: none"> <li>• In 2015 Mesa began a conversation about developing a framework that would help focus the campus' efforts. We were focused on plans and grants-but now we've moved closer by focusing on goals.</li> <li>• A brief discussion about the Educational Master Plan and the Strategic Goals ensued.</li> <li>• A presentation titled, "San Diego Mesa College, Becoming the leading college of equity &amp; excellence" was presented. Link: <a href="http://www.sdmesa.edu/about-mesa/institutional-effectiveness/documents/presidents-cabinet-retreat-documents/CUE%20MESA%20Nov%208th%20Presidents%20Council%20Retreat%20v3.pdf">http://www.sdmesa.edu/about-mesa/institutional-effectiveness/documents/presidents-cabinet-retreat-documents/CUE%20MESA%20Nov%208th%20Presidents%20Council%20Retreat%20v3.pdf</a></li> </ul>
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**Agenda Item D: Break (3:00 p.m.– 3:15 p.m.)**

<b>DISCUSSION</b>	• N/A
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

**Agenda Item E: Expanding our Capacity-Whole Group Dialogue change agents, leadership & framework (3:15 p.m. – 3:45 p.m.)**

<b>DISCUSSION</b>	<ul style="list-style-type: none"> <li>See Attachment :</li> </ul> <p style="color: red;">Note: I will not provide the link to this yet, please review the document before I upload this online. Thank you.</p>
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
<ul style="list-style-type: none"> <li>None</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>	<ul style="list-style-type: none"> <li>N/A</li> </ul>

**Agenda Item F: Small Group Discussions (3:45 p.m. – 4:15 p.m.)**

<b>DISCUSSION</b>	<p>1. How might we expand the role of committees to inform, improve and sustain our innovations?</p> <p>Duckles-I am still unsure about what the expectation is?          Cherry-What committees do you serve? Be sensitive we can't create new work for folks, but consider how people want to participate.          Perigo-Defining even what a committee is? How do they fit in with the work of the college? Are they governance committees? How does it fit in the structure of the college? It is a very nebulous thing right now. Can committees be categorized in a specific way? There is some work that needs to be done and how that looks.          Cherry-Maybe commit to a campus-wide dialogue on committees. That is a research question. All of the work of the committees is a wonderful rich place to understand what is happening.          Agatha-I think some committees are poised. Maybe we can take those committees that are ready and take this on. I think facilities and safety committees are good.          Perigo-PIE and COA.          Hinkes-The Program Review Committee is addressing those questions.          Sundayo-CDAIE.          MacNeill-NFI (New Faculty Institute), Classified Staff Development          Maxey: Student Success &amp; Equity          Topham: The governance and the governance website we've developed all of these templates, information, etc. The next step is how that information being presented and how it is communicated and how it is recorded. How do you take it onto the next level? If you are a chair of a committee, what are their responsibilities? Developing a type of professional development.          Luster: We are in the midst of this. We have been taking this on and we are reaching out to chairs and those who support the chairs to ask them how all of these groups work together collectively? Without impacting the ethos and conversation of that committee. We are literally in the middle of that.          Cherry: There is a lot of approach about re-organizing. Are the committees embedding the ethos of equity? I think it is really important of getting organized. How do we do the work of embedding equity? How do you do that in the spaces that you are working? Put it on everyone's agenda.</p> <p>2. How could we engage with a broader spectrum of the campus? (faculty,</p>
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	classified, students, and administrators). Possible groups: committees, role based groups, shared research interests
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

**Agenda Item G: Groups Report Out (4:15 p.m. – 4:35 p.m.)**

<b>DISCUSSION</b>	<ul style="list-style-type: none"> <li>• <b>Small Group Discussion Questions:</b> <ol style="list-style-type: none"> <li>1. What’s the goal of this activity? How would it further our overall goal of being the leading college of equity and excellence?</li> <li>2. What does it all entail? Steps...1...2...3...</li> </ol> </li> <li>• The attendees addressed the questions in their individual groups and discussed amongst themselves.</li> </ul>
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

**Agenda Item H: Next Steps-Personal Interests/Evaluation (4:35 p.m. – 4:50 p.m.)**

<b>DISCUSSION</b>	<ul style="list-style-type: none"> <li>• Wrap-Up</li> <li>• Luster gave special thanks to Deanna Cherry, the facilitator for the evening for leading the retreat. She also thanked the fantastic people at Mesa College. We are ready to take the next steps.</li> </ul>
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

**Agenda Item I: Complete (5:00 p.m.)**

<b>DISCUSSION</b>	<ul style="list-style-type: none"> <li>• Look for news at 11 for all of the information provided at the retreat.</li> </ul>
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

**Submitted by: Yolanda Catano, Senior Secretary, Administrative Support**

**Approved on: \_\_\_\_\_**