

CLASSIFIED LEADERSHIP INSTITUTE (CLI)

A discussion on what we learned &
experienced

Maggie Baez, Maria Huning, & Maggie Lozano



BEST PRACTICES IN ACTION

This event offered workshops from colleagues around the state on what works!

HOW DOES THE CLASSIFIED EXPERIENCE CONNECT?



WE ALL COME FROM DIFFERENT BACKGROUNDS, INSTITUTIONS, AND UNIONS!

LEADERS TALKED ABOUT ALL ASPECTS OF THEIR EXPERTISE.

PRESENTATION TOPICS INCLUDED

Plenary Session - [Resolution Agenda PPT](#), Debbie Weatherly-4CS President, Shondra Wes- 4CS President Elect
[Senate 101 - Silver Lining of Institutional Success PPT](#) - Debbie Weatherly, 4CS President
[Best Practices - Unions & Senates: Classified Senates and Unions Working together](#) (workshop "Strange Bedfellows: Senates and Unions Working Together), Linda Allen, Skyline College. Panelists: Laurel Kinley, West Valley College, Susan Rodriguez, San Joaquin Delta & Mary Sandberg, Santa Rosa Jr. College
[Ventura College: Path to 9 + 1](#), Peder Nielsen, Oliva Long & Pamela Yeagley
[Re-Establishing a Classified Senate](#), Julinda LeDee and Corinne Salazar, San Jose City College
[Step-by-Step Guide to Adopting a Classified 9+1](#), Benjamin Gamoa, Crafton Hills College
[Fundraising](#), Lissa Napoli and Sharon Awad, Chaffey College
[Communication in the Workplace](#), Noha Basiliou, Diablo Valley College
[Making the Most of Your Time: Efficient & Effective Meetings](#), Melanie Haynie, MiraCosta College
[Efforts Toward Equity: A Classified Perspective](#), Chaffey College
[Lighthouse in the Fog](#), Maggie Baez, Maria Huning, Maggie Lozano, Cañada College
[Equity in Action](#), Veronica Neal
[Servant Leadership](#), Pamela Walker
[Legislative Update](#), Lizette Navarett, Vice President, Strategy and Policy Development, Community College League of California
[Planning and Conducting a Retreat](#), [Overcoming Obstacles Handout](#), Noell Adams, Chabot College

PRESENTATIONS WE ENJOYED



SENATE 101

The main goal of a Senate is Governance. Never forget your voice is important!



CLASSIFIED 9+1

Faculty Senates have a 9+1 statement. Student Senates have a 9+1 statement. Classified Senates are independent governing body that should have their own too!



INTROVERT LEADER

Introverts natural skills and tendencies in leadership positions.



SERVANT LEADERSHIP

Humility and guidance is the key to effective leadership.



PLAN + CONDUCT A RETREAT

Get off campus! Have a great theme! Don't let Admin or Faculty dictate your objectives for the event.



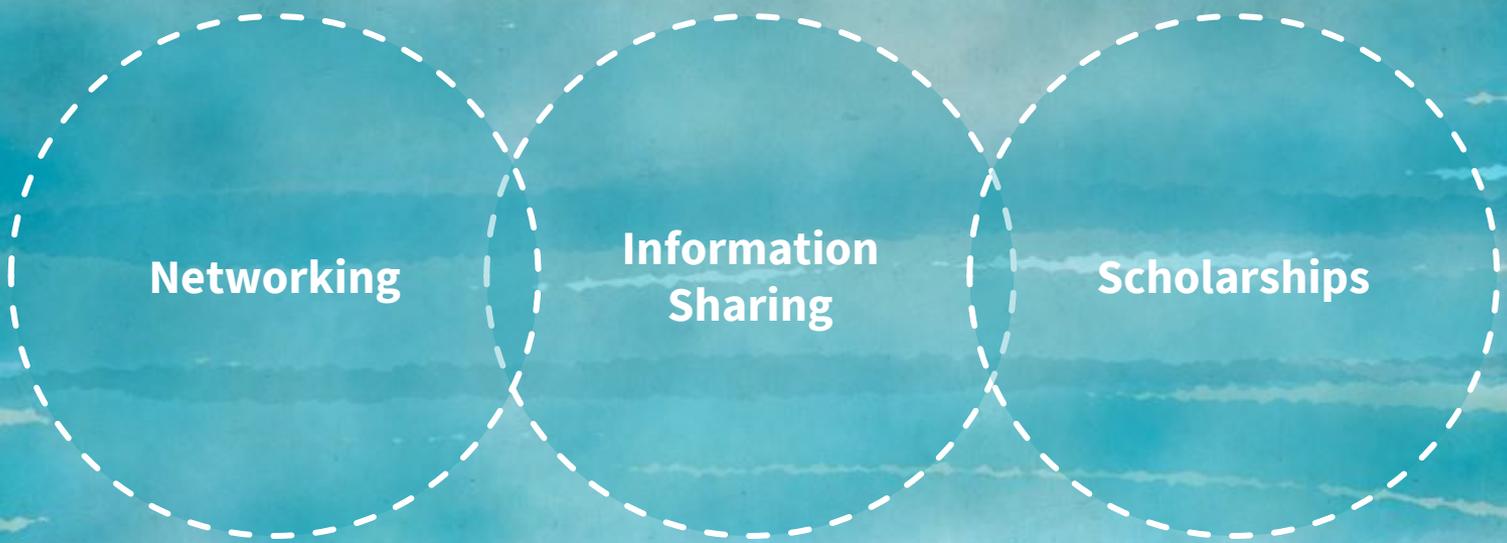
EFFECTIVE COMMUNICATION FOR LEADERS

How electronic/social media effects overall communication.

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Lighthouse in the fog was one of the best presentations I attended at CLI. It was the most hands on and engaging.

WE SHARED WHAT CAÑADA'S CLASSIFIED WAS ALL ABOUT



Networking

**Information
Sharing**

Scholarships

WE DID GROUP ACTIVITIES TO HEAR EVERYONE'S VOICE



WHAT DID WE
LEARN?

WE'RE DOING A GREAT JOB!

SOME INSTITUTIONS HAD PROGRAMS THAT MIGHT BENEFIT CAÑADA INCLUDING:

- ▶ Vice Chancellor funding additional Classified Staff to attend CLI
- ▶ AFT funding additional Classified Staff to attend CLI
- ▶ Professional Growth Awards, for completing courses and certificates
- ▶ Professional Professional Development Programs (PPDP) to support advancement from within (i.e. how to become a professor)
- ▶ Increasing Flex Day trainings to 3 days of workshops that specifically emphasize skill building for Classified, called ClassiCon at that institution

OTHER CLASSIFIED AREN'T SO LUCKY

- ▶ Managers not allowing release time for Professional Development
- ▶ No institutionalized Professional Development plan
- ▶ Flex days not including Classified Staff input or content directed towards them
- ▶ Little to no organizational leadership efforts or continuity to support Classified Professional development
- ▶ Lack of Mentoring or career advancement at their institution
- ▶ A shared pot of money with Faculty where there is no equitable access or disbursement of funds
- ▶ A lack of consistency between schools within the same District
- ▶ Classified Senate used as a fundraising entity, especially for an institution where no PD funds are issued to Classified from their District
- ▶ Derision from Faculty and Managers for implementing a 9 + 1 plan similar to those in place for Faculty and Students



WHAT'S NEXT?

We can always do more!

Don't stop now!

KEEP CLASSIFIED SENATE GOING



MEETINGS

Show up to Classified Senate meetings and hear what's happening around campus. Be part of the decision making process!



MIXERS

Connect with other Classified Staff and also help raise funds for our student scholarships!



COMMITTEES

Be part of the governance process by helping Classified have a voice at the table. Make sure you are reporting back to Classified Senate so we're all informed!



VOLUNTEER

Events don't run themselves! Help out even if it's for a little bit. Your time is precious, which is why we appreciate it so much!



EVENTS

Take part in our retreats and special holiday events off campus. We are a work community that loves to play too!



SUPPORT

Monetary donations are always helpful so we can host and run great meetings and events. Remember to do a payroll deduction, it's so easy!

KNOW WHAT ELSE IS EASY?



**APPLYING FOR
PROFESSIONAL
DEVELOPMENT
FUNDS!**

THERE ARE 3 KINDS OF FUNDS AVAILABLE

CLI SCHOLARSHIP

You can apply for this scholarship to attend CLI at Tahoe. It does not exclude you from applying for the 2 other Professional Development opportunities.

CONFERENCES

You can apply for up to \$1,000 for first time attendance to a professional development conference of your choice.

TUITION

REIMBURSEMENT

You can apply for up to \$1,400 for tuition to an accredited institution of your choice. This can't be used in conjunction with the district tuition program.

**FOR MORE INFORMATION GO TO
CANADACOLLEGE.EDU/PROFESSIONALLEARNING/CLASSIFIED**

OUR PROCESS IS EASY



WE HOPE YOU APPLY TOO!



THANKS!
ANY QUESTIONS?