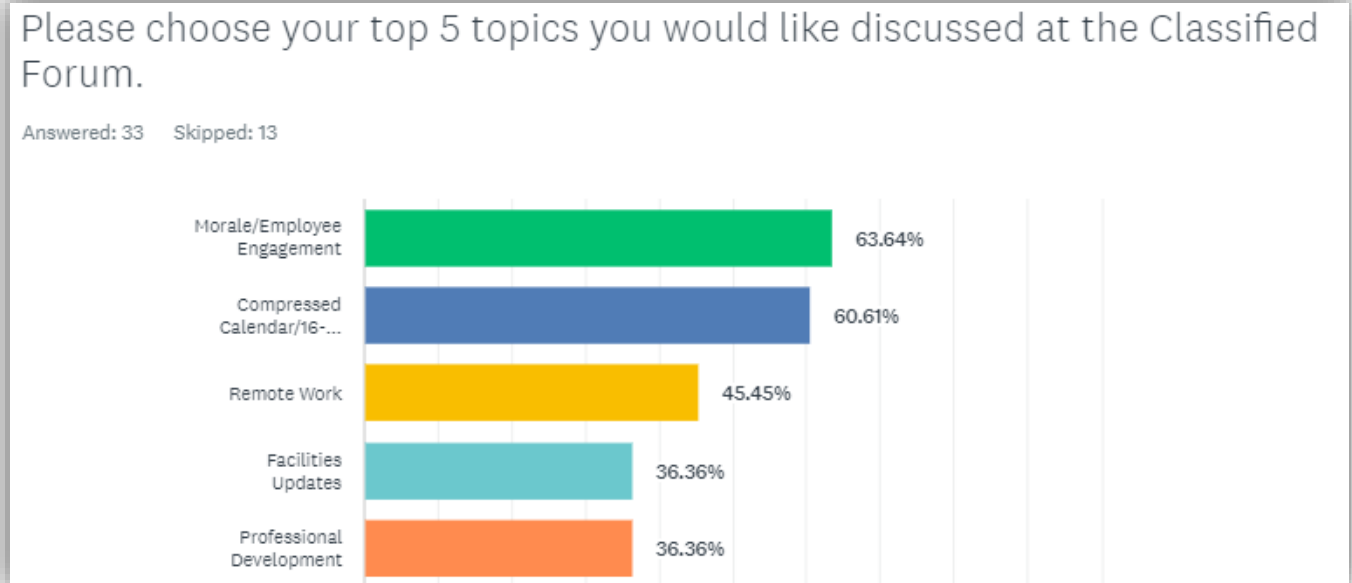


# Classified Professionals Forum

October 27, 2023

# Most Requested Discussion Topics

- Morale/Employee Engagement
- Compressed Calendar/16-week Semester
- Remote Work
- Facilities Updates
- Professional Development



# Morale/Employee Engagement

## *5-Year Educational Master Plan*

### Strategy 5

Improve the Merced College experience for students and faculty/staff.

### Theme 5.5

Invest in employee engagement, well-being, and happiness.



### Well-being & Happiness

Merced College fosters and values an environment supporting student and employee well-being, engagement, and happiness.

# Morale/Employee Engagement...



FRI-YAYS TO INCREASE  
CONNECTEDNESS



EMPLOYEE  
CLUBS/AFFINITY  
GROUPS



EMPLOYEE  
ENGAGEMENT SURVEY



MORE OPPORTUNITIES  
FOR DIALOGUE,  
INFORMATION, ETC.



EMPLOYEE WELL-BEING  
INITIATIVE



PLAN TO CONTINUE TO  
EXPAND AND INVEST IN  
OUR EMPLOYEES

# Morale/Employee Engagement...

## Well-being Initiative

- Currently three cohorts of 73 faculty, classified professionals, and management
- Enrollment for next semester's cohort begins next week!
  - Wednesday AM – Twice a month
  - Wednesday PM – Twice a month
  - Los Banos – All-day Friday – Once a Month



**MERCED COLLEGE**  
WELL-BEING INITIATIVE

**Merced College Employee Well-Being Initiative**

**PROFESSIONAL AND PERSONAL DEVELOPMENT CLASSES FOR MERCED COLLEGE EMPLOYEES**

The Well-Being Institute at Merced College is made up of a series of dynamic classes that will equip you with actionable skills to help you increase your well-being. From resilience, mindfulness, and gratitude, to sleep, exercise, and nutrition, this program will deliver valuable support for your total well-being. The research is clear: Investing in employee well-being creates greater workplace cohesion, engagement, and fulfillment. Over the next two years, Merced College will offer this powerful initiative for you to invest in yourself and improve your well-being!

**ALL CLASSES CAN BE USED FOR FLEX OR PAY SCALE ADVANCEMENT**


**TO REGISTER CONTACT**  
Email: [mikayla.carey@mccd.edu](mailto:mikayla.carey@mccd.edu)  
Phone: 209.769.0645

**MAX HALLMAN, PROFESSOR OF PHILOSOPHY**  
"During the height of the COVID pandemic, I enrolled in the Well-Being class. While I received flex credit for the class, it provided me with so much more. Not only did I learn the meaning and importance of 'resiliency' with great clarity and compassion, we also learned a number of techniques that are very helpful to anyone trying to deal with the inevitable stresses of everyday life. I still use one of these, 'walking meditation,' on my many strolls around campus."

**JOSEPH LARA, COMPUTER TECHNICIAN SPECIALIST**  
"The innovative approach of the Well-Being Institute allowed me to explore various mindfulness practices, cultivate inner peace and gratitude, and gain valuable tools to enhance my overall well-being. I couldn't recommend it enough!"

**DELIA ESQUIVEL, STUDENT FEES MANAGER**  
"The course I took in the Well-Being Institute was interesting, engaging and a great opportunity to interact with and listen to coworkers' as they expressed their thoughts on the topics."

**COHORT TO SCHEDULE**  
Join us!



COHORT B	COHORT C
<b>Wednesday Afternoons</b> 1:00PM - 5:00 PM	<b>Fridays</b> 8:00AM - 5:00 PM
<b>MGMT 52W</b> August 30 & September 6	<b>MGMT 52W</b> September 8
<b>MGMT 52R</b> September 27 & October 4	<b>MGMT 52R</b> September 29
<b>MGMT 52N / NUTR 52N</b> October 18 & 25	<b>MGMT 52N / NUTR 52N</b> October 29
<b>MGMT 505</b> November 8 & 15	<b>MGMT 505</b> November 17
<b>MGMT 52H</b> December 6 & 13	<b>MGMT 52H</b> December 1

**PLACE AT THE BUSINESS RESOURCE CENTER - ROOM 120 & 122**

**YOU WILL BE TAKING!**

**WELL-BEING**  
The 5 foundations of well-being in the workplace and explore the relationship between how it ties in with engagement, productivity, team work and your health. The practice led along with the science behind how it impacts your well-being.

- MGMT 52R BUILDING RESILIENCE**  
Discover strategies for building resilience to stress and strengthening your well-being. The practice of Mindfulness will be covered, as well as an exploration of how resilient mental habits are foundational to well-being and productivity. You will learn essential skills to bounce back and grow during challenges and change.
- MGMT 52N / NUTR 52N FUEL YOUR BODY FOR SUCCESS**  
Learn how healthy eating and quality sleep can help your energy level, work performance, and overall health. You will have an opportunity to evaluate your own eating and sleep habits and strategize on how to make improvements.
- MGMT 505 FINDING YOUR PURPOSE**  
Research says when we know our purpose and use our strengths every day, we have higher well-being. Using Gallup's Clifton StrengthsFinder, you will find out what your unique strengths are and how to be intentional to use them in every area of your life.
- MGMT 52H THE SCIENCE OF HAPPINESS**  
Explore why happiness matters and how to increase it within yourself and others. Learn actionable strategies for boosting happiness, leading to better performance, innovation, higher productivity and well-being.

# Morale/Employee Engagement...

- Increased participation in Fri-yays
- Feel free to share activity ideas or start a new club
- Next Fri-yay next week on November 3<sup>rd</sup>
- Save the Date – December 15th – Fri-yay, – Staff Holiday Party, and honoring recent retirees

## Clubs/Affinity Groups:

- Weight Lifting Club – Robert Olvera
- Table Tennis Club – Ben Chickering
- Hiking Club – Mark Lopes
- Board Game Club – Ivan Navarro
- Sound Crafters Club – Joey Lara



**MERCED COLLEGE**  
*Family Fri-Yay*  
**3 November 2023**

<p> <b>1:00pm - 2:30pm</b> <b>FLAG FOOTBALL TURKEY BOWL</b> Attendees will get a free hot dog! RSVP now!</p> <p><b>1:00pm - 2:30pm</b> <b>NACHOS AND BOARD GAMES</b></p> <p> <b>2:30pm - 3:30pm</b> <b>GRATITUDE WORKSHOP</b></p> <p><b>2:30pm - 3:30pm</b> <b>CHARADES</b></p> <p> <b>3:30pm - 4:30pm</b> <b>FRIENDS-GIVING</b></p>	<p>Join us for a turkey bowl! Come ready to play or cheer on your coworkers as they battle it out in a game of flag football at Don Odishoo Field.</p> <p>Join in the fun and games and devour some tasty nachos <b>Los Banos: A103</b></p> <p>Join our very own Jonae Pistoressi for a workshop on gratitude as we enter the season of giving! <b>Merced: LRC 222</b> <b>Los Banos: Zoom</b></p> <p>Bring your competition to act out different people, places, or things during charades! <b>Merced: Leshner III</b> <b>Los Banos: E101</b></p> <p>Bring a non-perishable item to donate to our food pantry and enjoy holiday treats with friends. <b>Merced: Administration Lobby</b> <b>Los Banos: E101</b></p>
---	---

Items Needed: Canned Food: Soups, Vegetables, Fruit, Etc.  
Boxed Items: Noodles, Hamburger Helper, Rice, A Roni  
Hygiene Products: Toothbrushes, Toothpaste, Deodorant, etc.

**BLUE DEVIL'S BREW**

Stop by Blue Devil's Brew and order a Pumpkin Spice Latte 1/2 off all-day on Fri-YAY!

*Enjoy*

**1:00pm - 2:30pm**  
**TABLE TENNIS CLUB**  
Location: Student Union "HUB"

**1:00pm - 3:30pm**  
**WEIGHT LIFTING CLUB**  
Location: GYM 106

**1:00pm - 3:30pm**  
**HIKING CLUB**  
Location: Meet outside the admin. building

# Remote Work

- Most who are working remotely are working a hybrid schedule
- Decisions are based on type on position and employee's ability to work remotely
- Supervisor approval is necessary and Remote Worker Agreement must be approved and on file
- Remote work was approved and successfully implemented in Summer 2023

# 16-week Academic Calendar

## How'd we get here?

The Innovative Enrollment and Scheduling Workgroup met in Spring 2022 with the end result of a recommendation to implement a 16-week condensed academic calendar.

## Implementation Timeline

Target date for implementation is Fall 2025

### Fall 2023

- 16-week Implementation Team met September 22<sup>nd</sup>
- Partnership Resource Team First visited September 29<sup>th</sup>
- Follow up 16-week Implementation Team Meeting, November 3<sup>rd</sup>
- Collect additional data
- Partnership Resource Team Second Visit, November 20<sup>th</sup>
- Review Menu of Options (MOO) and determine implementation steps

### Spring 2024

- Analyze data (surveys and constituent groups)
- Finalize academic calendar options
- Participate in relevant professional development
- Finalize implementation plan

## Implementation Team

Co-Leads: Karissa Morehouse and Julie Clark

### Classified:

Hannah Redd-Hallman  
Sandi Goudy  
Travis Lindsey  
Veronica Munguia

### Faculty:

Lisa Diaz  
Cheryl Zelinsky  
Scott Coahran  
Denisha Dawson  
Mike Weepers  
Josh Daughdrill

### Management:

Jeanette Martin  
Toni McCall  
Estelina Jones  
Marie Bruley

### Resource:

Dee Sigismond  
Jason Judkins  
Daisy Zaragoza  
Kelly Avila  
Bob Casey

### Point Person:

Melissa Mock





# Facilities Update

## Completed Projects

- **Merced Campus**
  - Ag/IT Facility
  - Blue Devil's Brew Café
  - Hermione Isakow Plaza
  - Exterior Paint
  - Security Cameras
- **Los Banos Campus**
  - New Building Names
  - New Digital Monitors
  - Exterior Painting
  - Security Cameras
- **Business Resource Center**
  - Exterior Paint
  - Security Cameras

## District Projects in Planning/Progress

- **NEW** Los Banos Café (Food Services)
- Auto Tech Program Expansion
- **NEW** Los Banos Child Development Center
- **NEW** Career Transfer Center
- **NEW** Corner Digital Sign
- Vocational Building remodel
- **NEW** Los Banos Outdoor Gym
- Updated Los Banos Food Forest
- **NEW** AgTEC Innovation Center
- **NEW** Los Banos Ag Science
- **NEW** Merced College/UC Merced Student Housing Project

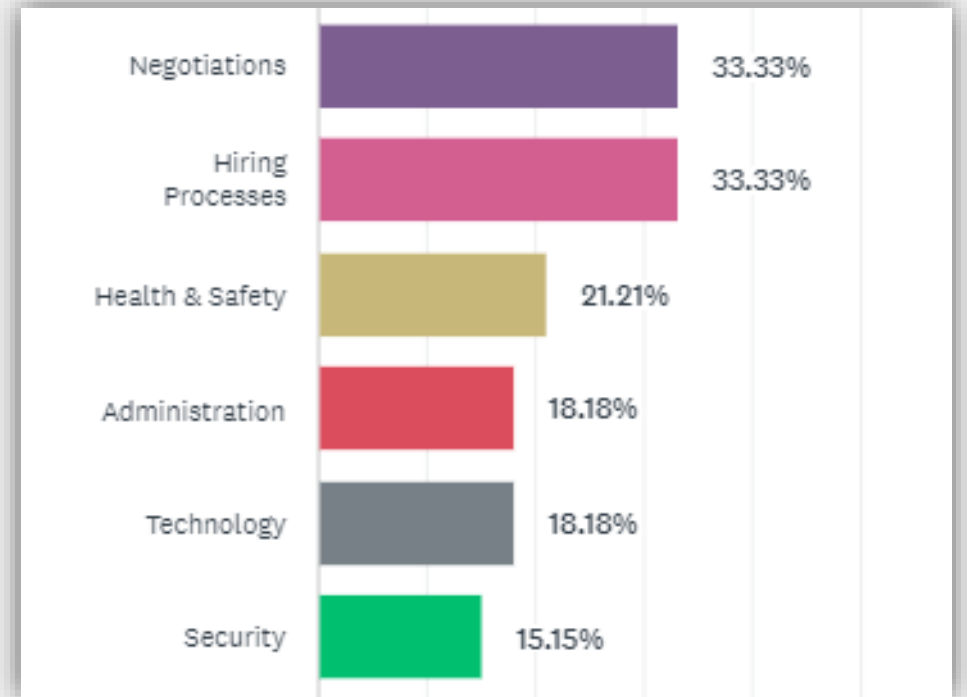
# Professional Development

- Plug for Classified Professional Development Day – late March – DREAM BIG!
- Wellbeing Institute – Access Expanded!
- Access to other MCCCD Institutes/Academies (Customer Service & Emerging Leaders)
- \$\$ for other professional growth opportunities



# Other Top Requested Topics/Discussion

- Negotiations
- Hiring Processes
- Health and Safety
- Administration
- Technology
- Security



# Q&A / Discussion

