

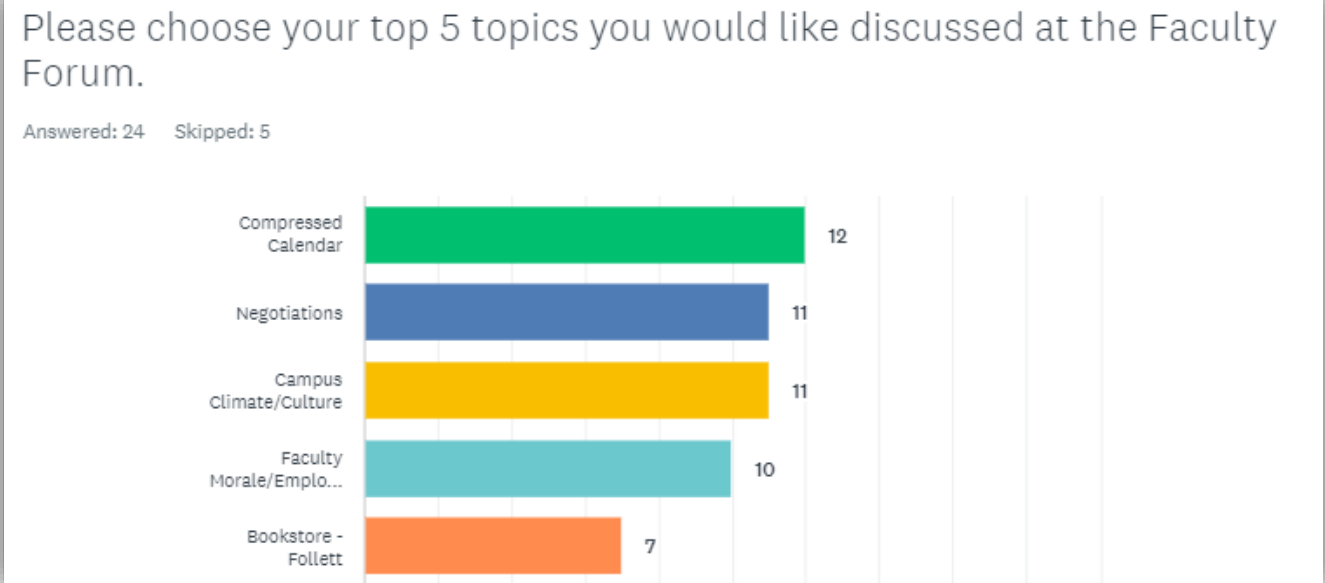
Faculty Forum

October 27, 2023



Most Requested Discussion Topics

- Compressed Calendar
- Negotiations
- Campus Climate/Culture
- Faculty Morale/Employee Engagement
- Bookstore - Follett



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 22nd
- Partnership Resource Team First visited September 29th
- Follow up 16-week Implementation Team Meeting, November 3rd
- Collect additional data
- Partnership Resource Team Second Visit, November 20th
- 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



MCFA Negotiations

- Confirming that the District will engage in bargaining salary increases
- Completed sunshining process & ready to start!
- Set to begin in November. Teams are busy doing prep work.

Campus Climate/Culture

- Employee Engagement survey results became focus for improvement
- President's Advisory Council meeting monthly
- Well-being Initiative
- It takes a collective effort and we are all responsible for campus climate and culture!

Faculty 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.

Faculty 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

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

LOCATION AT THE BUSINESS RESOURCE CENTER - ROOM 120 & 122

WHAT YOU WILL BE TAKING!

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.

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.

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.

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.

Faculty 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 3rd
- 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

1:00pm - 2:30pm
FLAG FOOTBALL TURKEY BOWL
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.
Attendees will get a free hot dog! RSVP now!

1:00pm - 2:30pm
NACHOS AND BOARD GAMES
Join in the fun and games and devour some tasty nachos
Los Banos: A103

2:30pm - 3:30pm
GRATITUDE WORKSHOP
Join our very own Jonae Pistoressi for a workshop on gratitude as we enter the season of giving!
Merced: LRC 222
Los Banos: Zoom

2:30pm - 3:30pm
CHARADES
Bring your competition to act out different people, places, or things during charades!
Merced: Leshner III
Los Banos: E101

3:30pm - 4:30pm
FRIENDS-GIVING
Bring a non-perishable item to donate to our food pantry and enjoy holiday treats with friends.
Merced: Administration Lobby
Los Banos: E101

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

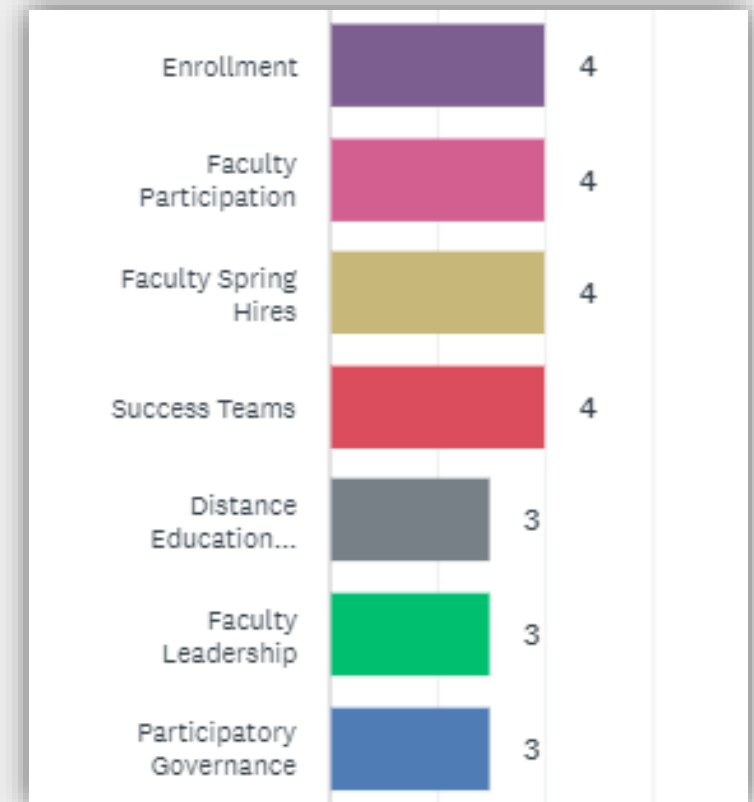
1:00pm - 3:30pm
HIKING CLUB
Location: Meet outside the admin. building

Bookstore - Follett

- Follett provided a presentation at Academic Senate on September 14th
- Next Steps
 - Add Bookstore to the Early Alert system
 - Conduct another student and faculty survey prior to the end of F23
 - Faculty forum to discuss Follett Access – S24
 - Comprehensive assessment of F22, S23, and F23 student data
 - Reassess in S24 to determine if the program is improving student success
 - If so, continue working with the campus community on improvements
 - If not, begin the process to shut down the program

Other Top Requested Topics/Discussion

- Enrollment
- Faculty Participation
- Faculty Spring Hires
- Success Teams
- Distance Education
- Faculty Leadership
- Participatory Governance
- Other Comments
 - Vision like what was hinted at during convocation
 - Extra hours for part-timers
 - Why is faculty leadership listed twice?
 - Can we discuss the District's stance on taking sick leave?



Q&A / Discussion

