

Riverside City College
Human Resources Committee (HRC)
Agenda
May 10, 2022
12:50pm-1:50pm
Zoom

I. Discussion Items

a. Classified Professional Development Plan 2022-27

i. Assessment of 2017 – 2021 Plan

1. Previous plan had 5 goals and 21 action items

- a. 57% accomplished, 29% in progress, 14% not completed*

(*efforts will continue) (further details available in the document)

- b. New employee onboarding program (implemented in Fall 2019)

- c. Classified Guidebook (implemented in Fall 2019)

- d. Classified Professional Development Coordinator (hired Fall 2019)

ii. Survey Results

1. 2017-2021 plan was built out based on 2017 classified professional development survey results; the Classified Leadership and Success Committee built out this 5-year plan from the aggregated results of multiple past surveys.

- a. 3 topics came out on top: Technical Skill Development, Cross-Training/Mentorship, and Management/Leadership Development

iii. New Initiatives

1. Equity-Minded Professionals Institute

- a. Branch of the Equity-Minded Teaching and Learning Institute (created last fall during Strategic Planning) specifically designed for classified professionals
- b. On track to launch in Fall 2022

2. District-wide Classified Leadership Academy

- a. Work group has been meeting bi-monthly for the last 10+ months to develop this academy based on 5 of the 10 employability factors
- b. Year-long program taking place over Fall and Spring semester
- c. On track to launch in Fall 2022

3. Professional-to-Professional: Peer Mentor Program

- a. This initiative was not able to be started during 2017-2021, so it is a holdover from the previous plan
- b. On track to launch in Spring 2022

iv. Evaluation Process

1. Classified Leadership and Success team regularly review post-workshop and annual development surveys over the Summer intersession

v. Questions?

1. Who are the Classified Professional Development Coordinator equivalents for faculty and management?
 - a. Pathi Avila for Faculty; currently unknown for management due to Chip's removal
2. What does Natalie need from the committee for her plan?
 - a. Just to briefly review so she can take it to RDAS to be made an informational agenda item

b. Professional Development Plan – May 3 2017

- i. Original over-arching plan for professional development of all three “employee constituencies”
 1. First PD plan ever made, and so it is rough
- ii. Assess what was and was not accomplished to determine more attainable goals, then assess who will be implementing these new goals
 1. Ensure none of the goals fall under another's purview so as to limit wasted effort
- iii. Re-evaluate the plan based on improvements and technological advances (Dan pointed out how having a physical location is no longer as important with the advent of Zoom, but the original plan was made before Zoom)

- iv. First meeting of Fall should be to assess this plan to get a new version ready by Spring