

Clatsop Community College
1651 Lexington Avenue * Astoria, Oregon 97103 * www.clatsopcc.edu

**MINUTES OF THE OCTOBER 11, 2022
BOARD OF EDUCATION**

Work Session

Board Members Present: Rosemary Baker-Monaghan, Karen Burke, Tim Lyman, Sara Meyer, Jody Stahancyk, Trudy Van Dusen Citovic

Board Members Absent: Nicole Williams

Others Present: President Chris Breitmeyer, Jessica Yuroshko

The Work Session was called to order by Rosemary Baker-Monaghan at 5:30 p.m.

President Breitmeyer asked that the Board approach the results of the Climate Survey using the SWOT (Strengths, Weaknesses, Opportunities and Threats) analytical tool. He said that Strengths and Weaknesses are usually internal while Opportunities and Threats are usually external. He distributed some data points including data from Inservice.

At Inservice faculty and staff were broken into three random groups who then came together to discuss the survey. The main point which came across from that was a strong feeling that there is a lack of communication across campus. This lack of communication and siloing is perceived across departments. The President said he was surprised at the prevalence of new employees who are frustrated with long term employees, who they feel are cliquish and do not communicate necessary information. He feels that the College is doing better now and plans on a follow up in winter term as well as doing the survey annually in spring.

Another item of concern was the prevalence of the word bullying. A follow up survey will be done about the bullying. There have not been any formal complaints which has led him to believe that the College needs stronger policies about reporting and disciplinary procedures. The President said that the complainants did not file formal complaints about bullying because they were worried about possible retribution.

There were concerns that the demographic information asked in the survey were unnecessary and intrusive, however, it was primarily included to check for widespread incidents of bias. There were comments that given the small size of the faculty and staff, that including them may have made people feel less anonymous. There was a question as to whether the complaints about bullying are widespread or coming from one group or department in the College. The President responded that there were some complaints from faculty but the rest were primarily from Classified staff. He stressed that this is not surprising due to the relative lack of power of Classified staff. He also said these accusations are open to a variety of interpretations.

There were comments that much of the perceived lack of communication may be due to the pandemic and the resultant number of staff working from home. As more people return to

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campus, there will naturally be more casual conversation and communication. There were also concerns that staff are siloed due to the physical locations of their offices.

The President said that communication is clearly a major issue. There is a staff newsletter from the President's office in the works that will be going out monthly. He has also started attending faculty union meetings. He plans to do some informal one on one conversations with staff around the College as well as facilitating discussions between staff and faculty, as there is some tension there.

Before the pandemic there were at least three big College social events each year and the President hopes to get back to those. They help people not only meet others outside their departments but also build relationships that can break down siloes as staff cooperate more. Inservice did some of this and the College wants to use that success as a catalyst to build on.

Some suggestions included having staff and faculty move from job to job to foster more cooperation and creating committees from various departments to encourage staff to work together. There was also a suggestion that group landscaping and/or adopting parts of the campus would be a good route to this end. There was some discussion of competitive groups vs. cooperative groups.

The President said that staff and faculty are very concerned about their jobs and job security. There was a suggestion that staff and faculty need to understand that everything they can do to raise enrollment will help with this.

There were comments that it is important to remember that while it could have been worse, the survey results were not overall positive. There were also comments that when the survey is administered again, it will be important to see if the results have shifted significantly.

There was a question about the eventual goal of the survey and the Board's role in it. There were comments that the goal will be to see more positive responses. The President said that he had been taking notes and is gathering ideas for things that will shift the numbers. He feels that it is energizing to have a baseline to work from. There were several suggestions for social events and team building events such as ziplining or a clambake. There were also several suggestions for building community between the Lexington and MERTS campuses.

There was a request that a group photo of the Board be taken next month.

Jody Stahancyk shared the calendar that she and her assistant Jessica Yuroshko have been compiling. She would like to see all events on the College website calendar.

The work session was adjourned at 6:30 p.m.

Chris Breitmeyer, President

Rosemary Baker-Monaghan, Chair

Felicity Green, Recording Secretary