

# 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 Gamo, 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.

“

*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**

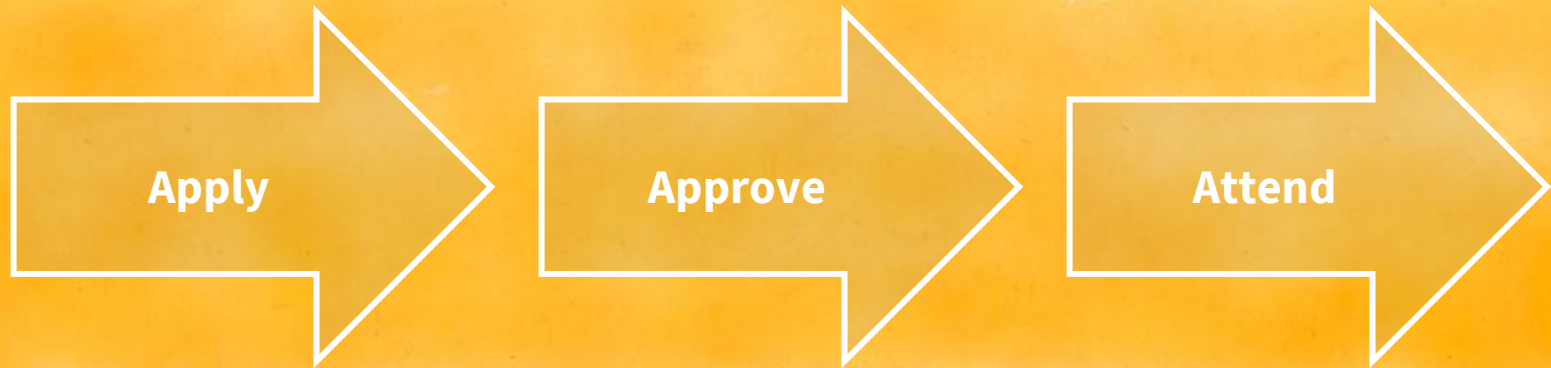
### **REIMBURSEMENT**

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](http://CANADACOLLEGE.EDU/PROFESSIONALLEARNING/CLASSIFIED)**



**OUR PROCESS IS EASY**



**WE HOPE YOU APPLY TOO!**



**THANKS!**  
**ANY QUESTIONS?**