

Goal 4: Foster a thriving learning and work environment: Draft Strategies and sample Activities Already Doing and Proposed Activities

A. Create a more welcoming campus environment to increase students' and employees' sense of belonging	B. Enhance participatory governance to promote broad and robust engagement in College leadership	C. Support student and employee wellness including stress reduction and mental health	D. Cultivate partnerships and collaboration across programs and services to better serve students	E. Empower students and employees to participate in achieving Skyline College's Education Master Plan goals
<ul style="list-style-type: none">▪ New Intercultural Center for students▪ "I Belong at Skyline" webpage with links to learning communities, student clubs, affinity groups, and support services▪ New Ethnic Studies Program▪ Beautiful and well-maintained grounds throughout campus▪ Adjunct Symposium and New Faculty Academy▪ Commission culturally representative murals to create a more colorful, vibrant and welcoming campus▪ Improve support for LGBTQIA+ professionals and students▪ Promote attendance at Skyline Athletics events▪ Employ student ambassadors to staff information booths and guide new community members and visitors▪ Launch campaigns to increase participation in Student Clubs and Learning Communities▪ Host a Historically Black Colleges and Universities (HBCU) college fair on campus	<ul style="list-style-type: none">▪ College Governance Council (CGC) voting structure changed to increase power of constituent group votes by eliminating senior administrator votes▪ CGC meetings opened to public participation▪ Peoples' College Initiative (PCI) Participatory Governance Task Group reviewed practices and made recommendations to CGC▪ PCI Participatory Governance TG drafting a new College handbook to clarify processes▪ Integrated Planning Summit▪ Democratize the committee member assignment process to promote broader representation▪ Explore creating term limits for committee leadership and membership▪ Ensure training and onboarding of new committee members▪ Assign committee member mentors to student representatives▪ Regularly create and communicate opportunities for engagement▪ Close College offices to allow all classified professionals to participate in Opening Day plenary	<ul style="list-style-type: none">▪ Public Safety team keeps campus community safe and secure▪ Wellness courses, incl Stress Management Techniques▪ Kinesiology courses, incl Health-related Fitness and Wellness and a range of physical education▪ Dance courses, incl Cardio Dance and numerous dance styles▪ Health & Wellness Services, incl:<ul style="list-style-type: none">▪ Free Personal Counseling Services for students▪ Free Health Services for students▪ TimelyMD virtual mental health and medical care for students▪ Offer series of free drop-in dance and kinesiology workshops open to students and employees▪ Explore options for facilitating student access to childcare▪ Increase awareness of Skyline College personal counseling and external resources available to students▪ Promote team self-care best practices for employees being piloted by Student Services offices	<ul style="list-style-type: none">▪ Comprehensive Program Review campus-wide share-outs help identify potential collaborations▪ EOPS/PSP/TRIO partner to streamline support resources▪ Faculty support each other in developing Zero Textbook Cost (ZTC) materials▪ Faculty collaboration on review and revision of Institutional Student Learning Outcomes▪ Only Fog campaign▪ Formalize partnership between the Learning Center, Math and English departments, Assessment Center and Counseling services to help students complete transfer level Math and English▪ Build a closer relationship between Outreach Office and Dual Enrollment work with high school partners▪ Increase instructional dean collaboration to limit overlapping courses across divisions▪ Support research projects and grant applications across programs and divisions▪ Sponsor college-wide brown-bag lunches for faculty to share research and projects	<ul style="list-style-type: none">▪ Constituent groups guide direction of College through participatory governance▪ President's Innovation Fund▪ Professional Development opportunities for faculty and staff▪ Charge the Strategic Planning and Allocation of Resources Committee (SPARC) with coordinating implementation of the EMP and tracking progress▪ Extend President's Innovation Fund to student proposals supported by faculty mentors▪ Commit to improving work/life balance and addressing the stress of workload demands▪ Review procedures to remove unnecessary steps and maximize efficiency▪ Compensate classified professionals for necessary and approved extra hours▪ Fund hourly faculty compensation to encourage adjunct faculty engagement▪ Encourage leadership development for managers and administrators