College Council

Minutes

October 15, 2026
AC 229 Kentfield Campus

Present: Dana Emerson, Tanya Paredes, Eresa Puch, Sally Wong, Henry Goray, Vladislav Verbitschi, Maria Coulson, Cara Kreit, Brier Welch, Gina Cullen, Mia Robertshaw

Guests: Angela Lingo, Gail Ann Rulloda

Absent: Richard Jensen, Jonathan Eldridge

Note-taker: Brandon Christian

1. **Agenda** – The meeting was called to order at 3:03 pm.

   The council approved the agenda unanimously.

2. **Minutes** – The September 10, 2026 meeting minutes were presented for approval.

   The minutes from the September 10, 2026 meeting were approved.

3. **Board Policies and Administrative Procedures**
   Brandon Christian shared that there are no policies or procedures for review this month. He shared that he is working on CCLC Legal Update 48, and he will be routing policies and procedures for review within the next few weeks. Brandon also shared that the Board Policy Review Committee meeting is scheduled for Wednesday, October 21, at 1:00 pm in AC 303.

4. **President's Report**
   a. Equal Employment Advisory Council Update
   Angela Lingo, Human Resources Manager, and Gail Ann Rulloda, Director of Student Accessibility Services, provided an overview of the draft 2026-2029 Equal Employment Opportunity (EEO) Plan as co-chairs of the Equal Employment Opportunity Advisory Council (EEOAC).

   The draft plan covers July 1, 2026, through June 30, 2029, and incorporates feedback received from the California Community Colleges Chancellor's Office (CCCCO) in 2023, along with updated regulatory requirements. Key revisions include three additional ethnic categories, collection of veteran status information, updates to data analysis practices, and strategies to strengthen equitable employment practices.

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The co-chairs highlighted updates to Component 13 of the plan, which focuses on pre-hiring, hiring, and post-hiring strategies. Pre-hiring efforts include strengthening equitable hiring practices and expanding access to existing screening committee training. The training currently offered during Flex Week by Vice President Nekoda "Nikki" Harris and General Counsel Mia Robertshaw will also be available online, covering elimination of bias in the hiring process and screening committee processes and best practices. This option is intended to provide greater flexibility for employees unable to attend in-person training.

Hiring strategies include expanding recruitment and outreach efforts through partnerships with Bay 10 and the CCCCO to pilot a job expo, with the first event scheduled for December 4, 2026, at Evergreen Valley College. Post-hiring strategies include continuing employee campus climate surveys to inform future efforts and expanding professional development opportunities for all employee groups.

Council members discussed concerns regarding the time commitment associated with serving on screening committees, particularly for faculty balancing instructional responsibilities with the review of applications and participation in interviews. The discussion also emphasized the importance of equitable screening practices and the need to consider the impact of these responsibilities on committee participation. It was suggested that the EEOAC further discuss these concerns.

Lingo and Rulloda noted that they will continue engaging constituent groups to gather feedback and encourage collaboration on the plan's goals and strategies. The draft plan will be submitted to the CCCCO for review, and feedback will be incorporated as appropriate.

b. Participatory Governance Review

General Counsel Mia Robertshaw provided an update on the Governance Review Council (GRC) and its plans to review the Participatory Governance System (PGS). The GRC has convened twice. However, neither meeting had a quorum, and no official action was taken. The GRC is currently experiencing membership transitions and is working to establish a regular meeting schedule.

Robertshaw noted that the PGS Plan was last revised in 2022 and that previous review efforts included surveys and committee self-reflection exercises. She shared copies of the plan with Council members and invited discussion regarding the scope and direction of the review during the 2026-27 academic year.

Council members discussed whether the review should focus on revisions to the existing plan or consider broader changes to the governance system. Areas identified for consideration included committee charges, membership composition, term limits, organizational structure, and the effectiveness of communication and decision-making processes. Members also emphasized the importance of ensuring that the PGS supports the College's mission, serves students, encourages meaningful constituent participation, and aligns with Plan 2030 goals.

The Council expressed interest in beginning with a broader examination of the purpose and guiding principles of the PGS before reviewing individual committee structures. Members also discussed the need to establish measurable outcomes to evaluate the effectiveness of the system and ensure that recommendations are meaningfully considered in institutional decision-making.

Robertshaw suggested that the GRC engage with College Council to help determine the scope and process for the review. The Council agreed to invite GRC representatives to the November meeting for further discussion.

Robertshaw will work with GRC members to identify and distribute available materials, including previous committee self-reflection findings, evaluation data, and relevant Plan 2030 information, in advance of the meeting. Council members were encouraged to review the materials and consider recommendations to inform the next steps.

5. **Board of Trustees**
   The Council reviewed the agenda for the regular board meeting scheduled for October 20, 2026 in Building 9 Conference Room at the College of Marin Indian Valley Campus.

6. **Constituent Reports**
   ASCOM
   ASCOM President Vladislav Verbitschi reported on recent and upcoming student activities.

   ASCOM hosted a successful Club Fest, which saw its highest turnout to date. The event included opportunities for students to engage with campus clubs and participate in activities. ASCOM also hosted a Midterm Movement event, providing students with food, supplies, recreational activities, and an opportunity to interact with therapy dogs provided through the College of Marin Police Department.

Upcoming events include Halloween Fest on October 28, featuring face painting, temporary tattoos, a bounce house, and ice cream sundaes. ASCOM is also planning an event on November 18 in recognition of Indigenous Peoples' Day, featuring guest speakers from a Native American tribe in New York. The event will focus on Indigenous perspectives on Thanksgiving and traditional land stewardship practices. ASCOM is also engaging with a local tribe regarding the event.

Verbitschi shared that ASCOM is exploring a partnership with Redwood Credit Union to provide financial literacy workshops focused on student education rather than account recruitment.

Verbitschi and Student Trustee Henry Goray have also developed a QR code and online form to collect student feedback regarding their campus experiences. The QR code is displayed outside the ASCOM office to encourage participation.

Classified Senate

Sally Wong shared the report linked here to update the council on Classified Senate activities.

ESCOM

No report was provided as Richard was out sick.

Academic Senate

Academic Senate President Maria Coulson shared that one of the foci of the semester is the Distance Education Committee and revising AP 4105 Distance Education with new definitions of online asynchronous, web enhanced, etc. Coulson noted that it will take some time to update this procedure.

The Academic Senate is considering the installation of a suggestion box outside of their new office. Their office is next to United Professors of Marin (UPM) executive office located in Deedy Hall on the second floor. They will be working with Director of Facilities Planning, Maintenance & Operations Klaus Christiansen on receiving new furniture.

The Curriculum Subcommittee recently convened, and Course Identification Numbering System (CID), Common Course Numbering and Title 5 were hot topics.

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7. **Meeting Wrap-Up**

8. **Meeting Schedule:**
   The next meeting will be on November 12, 2026, and then December 10, 2026.

9. **Adjourn Meeting** – The meeting adjourned at 4:23 pm.

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