



# **NEW CLASSIFIED INSTITUTE**



**President's Cabinet**  
**September 6, 2022**

**Anda McComb | Carla Grossini-Concha | Eva Parrill | Trina Larson**



## RESEARCH INDICATES THAT






*“The most effective organizations onboard new hires for the duration of their first year — their most vulnerable period — and focus on three key dimensions: the **organizational**, the **technical**, and the **social**” (Carucci, 2018, Harvard Business Review).*





**@MESA**

There is currently no introduction to Mesa's community, culture, and resources for new classified hires.





## THE KEY IDEA

**Classified will feel more grounded in their positions, more connected to other classified professionals and the campus, and feel more equitably included if we create an onboarding program with intention that centers learning and with input from campus stakeholders. This will improve personnel retention and foster equity-minded campus leaders from every seat.**

# A DE-SILOED TEAM APPROACH

**Anda McComb**  
IE/IR, Strong  
Workforce, Classified  
Senate, Classified  
Equity Taskforce

**Trina Larson**  
Student Services,  
Guided Pathways,  
Mesa2030, Classified  
Senate Past President,  
Classified Equity  
Taskforce

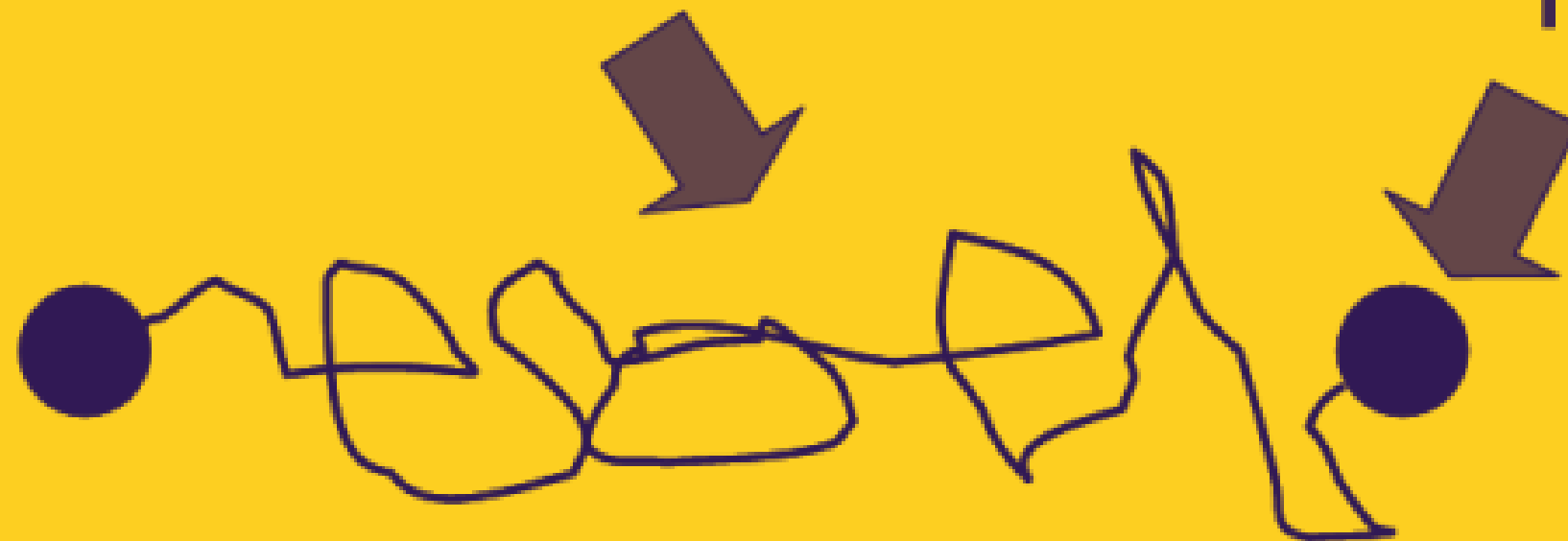
**Carla Grossini-Concha**  
Administrative  
Services, Mesa2030,  
Classified Senate,  
Classified Equity  
Taskforce

**Eva Parrill**  
Instruction, LOFT,  
Classified Senate,  
Classified Equity  
Taskforce

# THE ORIGIN

This stuff has value

The end  
result has  
value



Point A

Point B

# PREPARATION MEETING OPPORTUNITY

Classified Senate  
Mission-Focused  
Re-Boot  
2015

Classified Equity  
Taskforce  
2017

Asilomar  
Leadership  
Academy  
2017

Onboarding  
Proposal & Award  
for Excellence  
2018

BSILI Insitute  
2019

BSILI  
Facilitator's  
Network  
2020

3CSN  
Statewide  
Design  
Lab  
Facilitation  
2022

Classified  
Onboarding  
Position!!  
2022

WE ARE HERE



# NEW CLASSIFIED INSTITUTE QUICK FACTS

- 
- 
- 24 employees hired & still employed since 2018
  - 17 confirmed participants in the 1.0 cohort
  - 9 scheduled sessions for the entire academic year
  - 2 hours per per month for most sessions
  - 20 topics will be covered
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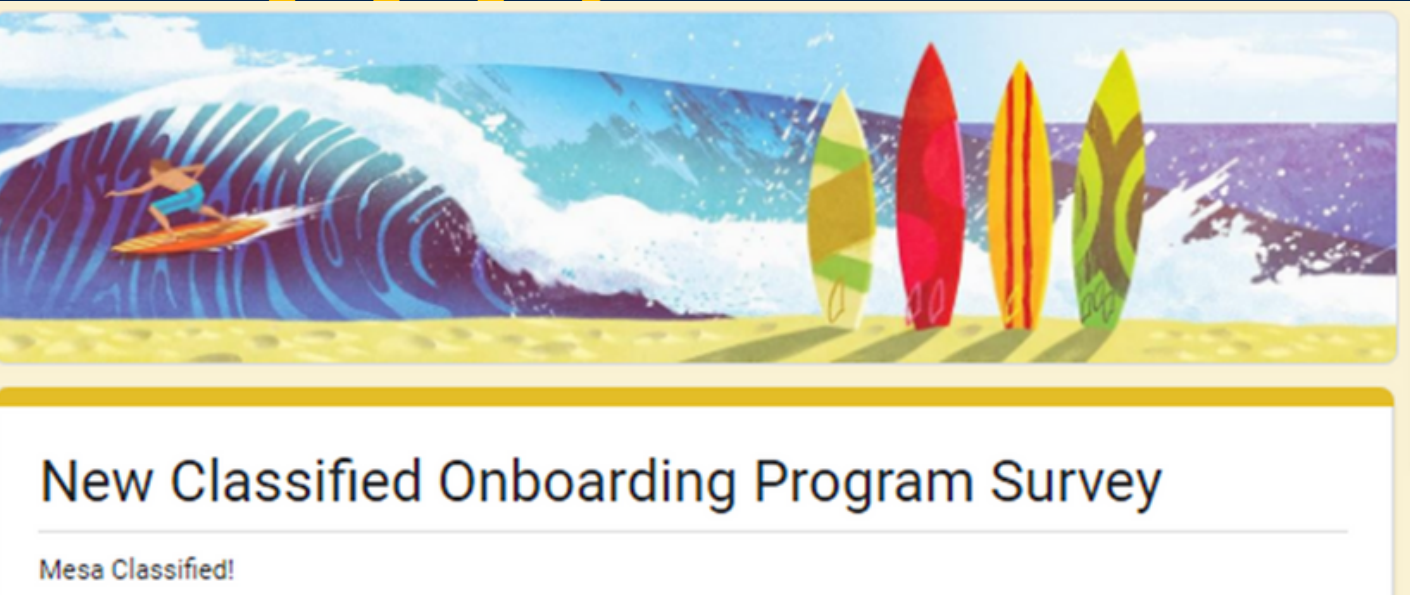
# HOLISTIC SURVEY OF ALL CLASSIFIED

## Topics of Interest

- The Practical (Who, What, Where, When) 94%+**
- Employee Resources (Contract, Benefits, Advancement) 94%+**
- Diversity, Equity, Inclusion 90%**
- The Big Picture (Mission, Vision, 2030 Roadmap) 85%+**
- Community, Health/Wellness, Interpersonal Development 84%+**
- Software, Applications, Platforms 81%+**
- Specialized Skills Under 74%**
- Classified Voice 70+**

N=58

	<i>Subjective</i>	<i>Objective</i>
<i>Individual</i>	QUADRANT 1 <i>Personal Meaning &amp; Engagement</i>	QUADRANT 2 <i>Skills &amp; Behaviors</i>
<i>Collective</i>	QUADRANT 3 <i>Culture &amp; Shared Values</i>	QUADRANT 4 <i>Systems &amp; Structure</i>



# MOST DESIRED OUTCOMES

97%

Feeling Engaged in My Work  
Believing My Voice Matters

95%

Knowing How to Advocate for Myself/Students/Department  
Feeling Valued  
Knowing the People I Need to Do My Job  
Knowing the Resources & Tools I Need to Do My Job

93%

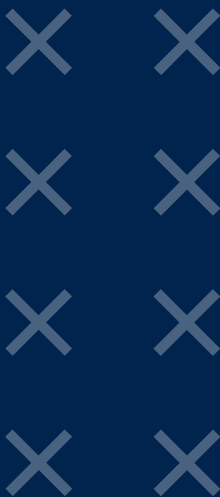
Understanding Equity and Applying it to My Job  
Setting Healthy Boundaries and Maintaining Work-Life Balance

91%

Feeling I'm a Part of a Community  
Knowing How to Be an Ally to Minoritized Students and Employees  
Believing that What I Think and Say Matter  
Believing I'm Part of Something Important  
Contributing to Department Goals  
Feeling a Sense of Leadership & Ownership in My Role/for Mesa  
Knowing What Others Do on Campus  
Becoming a More Knowledgeable Practitioner Generally  
Thinking Critically Toward Improvement (my own/Mesa's)

90%

Understanding What My Job Means to Me  
Developing Confidence in My Capabilities & Capacities  
Feeling a Sense of Ownership in My Role/Department/at Mesa  
Believing I Can Grow at Mesa & Knowing How



# THE SCHEDULE

Dates	Time	Topics
September 30	9 am - 1 pm	Finding your why, strengths, and identity
October 21	9 am - 11 am	Navigating Mesa & SDCCD; Mesa 2030 & the Roadmap
November 18	9 am - 11 am	Focus on equity, diversity, and inclusion
December 16	9 am - 11 am	The beloved community, resolving conflict, non-violent communications
January 20	9 am - 11 am	Technology, data, and leadership skills
February 24	9 am - 1 pm	Leadership development & advocacy; traditional & reimagined workplace values
March 17	9 am - 11 am	District & Mesa resouces and benefits
April 21	9 am - 11 am	Health, wellness, and self-care
May 19	9 am - 1 pm	Wrap up: Graduation and share-out

# MENTORSHIP

- **CREATE CONNECTION AND BUILD COMMUNITY**
- **BREAK SILOS**

**PLEASE REACH OUT TO US IF YOU WOULD BE INTERESTED IN MENTORING**



# DEPARTMENT INTERCONNECTIONS

## PARTICIPANTS ARE ENCOURAGED TO

- schedule regular check ins with supervisors (discuss program topics, goals, experiences)
- volunteer to provide brief knowledge sharing presentations at department meetings

**connection**



## IT TAKES A VILLAGE

We need your help for a succesful program.

- Support release time and encourage new employees to participate in the New Classified Institute
- Encourage participants to share what they're learning & share your feedback with them and the program coordinators
- Join us for a spring gathering
- Encourage classified professionals' participation in shared governance and professional learning and development opportunities that present themselves, as we are guided by several of Mesa2030's strategic objectives



MESA2030  
ROADMAP





# THANK YOU & QUESTIONS?

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**Contact us!**

