



# DEFINING FOOTHILL'S CLASSIFIED PROFESSIONALS

Results of a group activity during the 1/12/23 Classified Senate meeting.

# STRENGTHS

Institutional knowledge

Knowledge of the student experience outside of the classroom

Peer comradery and support both within and across departments

Provide a safe and approachable space for students

High engagement with the college, especially in committees

Able to adapt o different & complex situations to find the best student outcomes

Well connected to the Foothill community, e.g.: students, community members, etc.

# CONCERNS

Lack of institutionalized & efficient processes

Always too much to do, making it hard to look at big-picture when stretched just to get the basic tasks done

Overworked individuals and departments

Budget for hiring/keeping needed positions

Staffing, including onboarding and retention

Constantly needing to do more with less

Administrator/supervisor support: Classified Professionals often required to manage up, taking away from time to complete critical work

Being overlooked during decision-making process

Lack of structured PD for managers, especially those without knowledge of Classified Professional needs

Missing, obsolete contact information across campus

Lack of connection between bargaining units leads to inability to meet staffing needs

PD opportunities always aimed at faculty; Classified Professionals are overlooked

# PRIORITIES

Equity work

Making Foothill better for students

Campus Projects: Strategic Vision for Equity (13-55), website redesign, onboarding new president

A smoothly run campus for all

Helping students feel a sense of community prior to entering the classroom

Employee success, because it directly correlates with student success

Having the expertise amongst Classified Professionals acknowledged by President, Cabinet, and Participatory Governance

Creating/maintaining a complete user experience for students, e.g.: updated directory, voicemails every quarter

# GOALS

(IN NO PARTICULAR ORDER)

To be recognized as professionals who have expertise in our areas of work, and to have this expertise acknowledged as valuable to the college

More engagement/interaction between ASFC and Classified Senate

Caring Campus

A more streamlined, equitable process to reach permanent positions after serving as temp workers

Improving support for Classified Professionals in PD, HR, and all things employee process related

More district alignment

Ensuring the number of filled positions is sufficient to get the work done

Getting more staff involved in Classified Senate/Participatory Governance

Updating Classified Professionals on staffing changes