

ARTICLE 23

GROWTH INCENTIVE PROGRAM

23.0 **Philosophy on Classified Growth Incentive Program:**

The classified staff represents an integral part of the District's ability to serve our community; hence, facilitating the commitment to continued growth, professionally and personally, of each individual worker ultimately enhances the District's institutional mission to effectively promote higher education.

Opportunities shall be any activity that partially or primarily prepares a worker for improved performance in present or future roles in higher education constituting achievement of the institutional development mission.

The program applies to all permanent members of the bargaining unit. The central feature of this program will be to provide work related opportunities to upgrade individual worker skills through a variety of credit and non-credit coursework, projects, workshops, or other related activities and/or complete college level certificates or degrees.

23.1 **Eligibility**

23.1.1 All permanent workers of the bargaining unit who have served a minimum of one year with a satisfactory performance appraisal shall be eligible to participate in the Growth Incentive Program.

23.1.2 A worker who has earned growth incentive points and transfers or promotes into a new position in the District, within the Bargaining unit, before completing the nine (9) points required for an increment shall be allowed to carry over all points earned into the new position.

23.1.3 Professional growth increments can be earned during each two (2) years of service. Nine (9) points are necessary for each award.

23.1.4 A maximum of five (5) growth increment steps may be earned.

23.2 **Points**

23.2.1 A professional growth increment will be awarded after a worker has completed nine (9) points of approved study.

23.2.2 Two (2) years must elapse from the date an increment is granted before a worker is eligible for the next increment, during which time the worker must complete an additional nine (9) points.

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- 23.2.3 If a worker acquires units in excess of the nine (9) points, two (2) may be carried over to the next period.
- 23.2.4 Professional growth increments that upgrade skills, are work related and/or complete college level degree programs may be earned by completing nine (9) points in any combination of the following:
- 23.2.4.1 Coursework at any Accredited Community College, College or University.
- 23.2.4.2 Coursework in Adult education/vocational training, or community development.
- 23.2.4.3 Professional workshops, conferences or classes.
- 23.2.4.4 Other courses approved by the Associate Vice Chancellor at each campus.
- 23.2.5 **Credit:**
 A three-unit semester college course = 3 growth incentive points
 A two-unit semester college course = 2 growth incentive points
 A one-unit semester college course = 1 growth incentive point
 A three-unit quarter college course = 2 growth incentive points
 A two-unit quarter college course = 1.33 growth incentive points
 A one-unit quarter college course = .66 growth incentive points
- 23.2.6 Only those courses completed with a grade "C" or higher are eligible for growth incentive points.
- 23.2.7 Points shall be awarded for job-related non-credit college courses, adult educational/vocational training and professional workshops/seminars/classes as follows: each four (4) hours of in-class time will entitle workers to one-quarter (.25) point. Hours from two (2) or more classes/seminars/workshops may be combined to accumulate points.
- 23.2.8 Only those classes taken in excess of the minimum required to maintain a worker's position may be credited toward growth incentive points.
- 23.3 Procedure**
- 23.3.1 Workers wishing to obtain Growth Incentive credit must comply with the following procedure:
- 23.3.1.1 Complete Growth Incentive application form at least ten (10) days prior to the beginning of the course. The form shall be completed and signed by the applicant and submitted to the Human Resources Department. Serious consideration will be given to each request and no request

will be unreasonably denied. If the request is denied, the worker may appeal by providing additional justification for consideration. The application will be approved/disapproved within fifteen (15) days or prior to the first day of class. The worker will be informed in writing of the decision.

23.3.1.2 Workers applying for college level certificates or degrees must submit a plan indicating their intent to complete the program and their projected timeline. Their major emphasis of study and coursework required to complete the study must be included.

23.3.2 Requests received after the application deadline will be evaluated on the same criteria as in 23.3.1.1 and must include a written justification for late submittal.

23.3.3 Growth Incentive credit will not be granted until official course documents are received by Human Resources Department.

23.3.4 It is the worker's responsibility to see that transcripts are submitted within thirty (30) calendar days of receipt.

23.3.5 Upon initiating a Growth Incentive Program, a worker must complete each nine (9) unit award within a three (3) year period.

23.3.6 Credit will not be given for courses taken while the worker is on release time, or for courses for which the District pays worker's expenses. This does not exclude 10/11 month workers who take courses during the summer.

23.4 Awards

23.4.1 All professional growth increment awards based on completion and approval of the above requirements will be \$45 per month effective January 1, 2019.

23.4.2 Awards will be included in the first January 31 or the first July 31 paycheck (whichever occurs first) following completion of the required course work and submission of proof of completion to the Associate Vice Chancellor. The amount will be included in each subsequent paycheck of the worker during employment with the District.

23.4.3 Educational Awards:

Effective September 1, 2014, a permanent worker, upon receipt of any of the following while employed by the District, shall receive the specified cash award:

A permanent worker who completes a GED/High School diploma will receive a one-time cash award of \$100.

A permanent worker who completes an AA or AS degree will receive a one-time cash award of \$250.

A permanent worker who completes a Baccalaureate degree will receive a one-time cash award of \$500.

A permanent worker who completes a Master's degree will receive a one-time cash award of \$1,000.

A permanent worker who completes a Doctoral degree will receive a one-time cash award of \$1,500.



Office of Student Equity & Success

2019 Faculty Fellow Position Description 0.2 Compensated Release Time / 6.5 hours per week

The office of Student Equity and Success Faculty Fellow position is to provide faculty with the opportunity to engage in direct support of students' success by applying insights from research and their professional experiences to the experiences and needs of students at West Valley Community College. The Faculty Fellow will be responsible for implementing programs that address (but are not limited to): student professional development, pathways to graduate school, navigating college, and Ally Trainings. The fellow will be responsible for a project that strives to engage students and foster their success at West Valley Community College. Faculty Fellow projects can include: developing and offering workshops: discussion groups, researching the effectiveness of events and programs, opportunities to involve other faculty in the support of students, leadership development and/or the implementation of High-Impact Educational Practice based on research for the enrichment of students.

The Faculty Fellow position is a 0.2 compensated release time (6.5 hours/week) for the Spring 2019 Semester and the 2019-2020 academic year and is open to tenured/tenure track faculty and associate faculty at West Valley College.

Interested applicants should have experience and/or expertise in one the focus areas, student support/engagement and a well-developed understanding of the student experience in higher education.

Faculty Fellows Positions

Asian-Pacific American/Asian-Pacific Islander
African American/Black Students
Undocumented Students
Native Students
Lesbian, Gay, Bisexual, Transgender, and Queer Students
Persian Students
Latinx/Chicanx Students
First Generation Students

Responsibilities

The Faculty Fellow will develop educational programs and implement 2 programmatic events each semester during the academic year. Programs will provide opportunities for intellectual growth, identity

development, empowerment skills, leadership development and engagement in High-Impact Educational Practices. Educational programming is not limited to the following:

- Coordinate programs for student's engagement with other faculty to expand students' community network and create possible research opportunities.
- Promote students' leadership and professional development.
- Assist in creating systems and practices that enhance student support and engagement and lead to greater retention and success.
- Participate in the planning of the leadership retreat.
- Assist in organizing events and activities sponsored by the Multicultural Center.
- Invite West Valley College faculty or community partners to share relevant research projects, publications, and/or teaching.
- Invite faculty members from the West Valley College community to give talks and/or workshops to students in the Multicultural Center.

Research

- Develop opportunities for students to participate in research, conferences, publish materials, etc.

Administrative

The Faculty Fellow will have the following administrative responsibilities:

- Meet weekly with the Program Director of the Multicultural Center.
- Attend meetings monthly with the Dean, Student Equity and Success.
- Participate Faculty Fellows Retreat once a semester.
- Maintain office hours for student interaction, individual advising, and programmatic planning.
- Serve as a liaison between academic departments and the Multicultural Center.
- Refer students to appropriate campus resources and outside agencies.
- Collect and analyze program/workshop series data.
- Provide mid and end of year reporting.

Application Packet

- Cover Letter - Candidates should address the questions listed below in their cover letter
- Curriculum Vitae
- Response to supplemental questions
- Three references including one current or former West Valley Community College student
- Indicate which position you are applying for

Eligibility

Tenured/tenure track faculty and associate faculty at West Valley College

Please email application packet to:
Dr. Debra Griffith
Dean, Student Equity and Success
Debra.griffith@westvalley.edu

Deadline

The priority Review date is Monday, November 19, 2018

Questions to address in candidate's Cover Letter:

1. Please describe your interests in the Faculty Fellow position for the identified focus area and how your background,

The position will remain open until filled. Application materials received or postmarked before or by this date will be given first consideration. Applications

professional experiences, and community involvement relate to the position?

2. Explain why working with the identified focus area motivates you?

3. What does mentorship mean to you? In your role as a Faculty Fellow, what are some ways in which you would provide mentorship to the student's population you would like to work with.

4. Please describe your experience working with students at West Valley College and your plan to build relationships with students through the Multicultural Center?

5. How do you see the co-curricular programming in the Multicultural Center strengthening the intellectual/academic pursuits of West Valley College students?

received thereafter may be considered if positions are still available.

For questions, call (408) 741-4616 or email debra.griffith@westvalley.edu

From: Thuy Trang
Sent: Friday, October 4, 2019 12:20 PM
To: Thuy Trang
Subject: Success Stories of Classified, Faculty & Administrators continue

Dear Mission Community:

Happy Friday! Please enjoy a success story from another wonderful colleague, Danielle Ramirez-King! Come say hello to her on the 3rd floor of SEC! May her story enrich our community as we continue to find ways to honor each other and support our students.

And enjoy past stories [here!](#)



**Danielle Ramirez-King
Management Analyst**

I come from a very educated family. My mother holds a bachelor's degree and my grandparents are college professors. I, on the other hand, was not interested in school at all. **I started my adult life very young, dropping out of high school my freshman year and decided to join the work force instead.** At the age of 15, I returned to high school (a year and a half behind), as I had become pregnant with my son, and knew without education I would not get far as a mother.

Through independent studies, night classes and extra courses, I was able to achieve my high school diploma and graduate on time. My next obstacle was juggling full-time work and college classes at the same time. After two semesters, I gave up again on school and focused on working, my family and being a parent. Luckily, I was doing amazing in my career and education was not stopping me from advancing in my career.

In 2016, my position was eliminated and even though the company had offered me a new position. The pay cut and step back in my career was horrible. It was time to start looking for a new job, and that is when my lack of education became my reality.

Job searching showed me that every company wanted at least an Associate degree, if not a bachelor's degree and I did not have either. **In 2017 I made the decision to go back to school. As a parent of 5 children, a wife, a full-time employee and much more, it was even harder than it was**

in 2002; however, I was not going to give up this time!

After two years of being back in college, I am only 20 units away from receiving my Transfer Degree in Business Administration and I was able to successfully gain a new position here at Mission College getting myself back on my career path and moving back up in my career ladder. I love my team and everything about my new career.

My advice to current Mission College students who are struggling with school is: do not give up! I know it is hard, believe me I understand, however, the hard work today will pay off big time in the future. With the proper education and degrees, you can become someone in the work force, you will be able to provide for yourself and your families in the future and you won't be scared or worried about what the future will bring.

Connect with the students in your class. Ask for help from your peers, counselors, tutors or professors. **So many young adults give up when it gets hard, however, you are surrounded by people who are here to help you succeed. Take it from someone who did not ask for help and decided to give up, I have had to work 5 times harder in my life to get where I am today and to prove I had the experience, education and knowledge needed to succeed.**

Fun fact about me: My husband and I have been married since I was 15 and will be celebrating our 22nd year anniversary this year!

Ryan Ng

From: Thuy Trang
Sent: Monday, October 7, 2019 10:16 AM
To: Thuy Trang
Subject: Success Stories of classified, administrators and faculty continue

Good morning Mission Community!

The Success Stories continue this week and we would like you to get to know (better) an esteemed colleague, Alla Petrosyan. She is truly the epitome of resilience.

Enjoy past stories [here!](#)



Alla Petrosyan Faculty, English

My love affair with English started in 1988, on December 7th. While at school as a 7th grader, a devastating earthquake of 6.8 magnitude shook Armenia on a winter Wednesday morning, at 11:41 am. The epicenter was very close to my hometown, Gumry. **As a result, half a million people were left homeless and 35,000 people lost their lives. I was one of the lucky survivors, one of the 10 survivors from a 35-student classroom, and one of the 450 survivors from the 900-**

student school. That day, I lost my close friends and a few relatives. My parents saved me by pulling me under the rubble after I was hanging from one of my legs for 7 hours and bleeding from my head. I also had multiple hip injuries, bone fractures, leading to being disabled and confined to a wheelchair for quite some time. The loss of my friends and my physical injuries “sent” me to depression for years to come. During that time, I met many kind-hearted Westerners who rushed to Armenia to assist in many different ways. Chiropractors and doctors, among many other professionals, were there to assist, but there was one major problem: we could not understand one another. They all knew English while we spoke Armenian and Russian as a second language.

At a young age, I learned about the power of English. If only I could explain to the doctors and to my kind-hearted chiropractor what I was feeling and where it was hurting! Eventually, we found other ways to communicate. I learned how to exercise. I was full of desire to get back on my feet, to walk on my own, and yes, even to run. While I knew I had a second chance at life, a rebirth, on December 7th, I was not the human being I used to be, neither physically, nor emotionally. **I made it my life’s goal to learn English so I could help people through my multi-lingual abilities.**

Within three years, I got back to my feet through perseverance, grit, and hard work and mastered enough English to take the university acceptance tests. Through hard work, I was accepted to major in English. While a student, I found jobs as an interpreter, did a lot of translations for foreigners who fell in love with Armenia and never left after the earthquake. I also translated documents, tapes and books. Then, with my hard-earned money, I started joining different student exchange programs and travelled the world.

It is through another student exchange program that I came to the United States of America and fell in love with the country and the people. **As patriotic as I was as an Armenian, this was the place I wanted to live and grow. Never ever and nowhere did I find so many opportunities as a young well-travelled immigrant as in California.** Then, in two years, I met the love of my life here, got married, started attending Mission College in 2001, then transferred to SJSU to study for my Master’s in Linguistics. Before I knew it, there was a tutoring job opening in the English Writing Center at Mission College. I applied, got accepted and felt like the happiest person to be able to come back to Mission!

While a student at Mission, those support centers felt like a second home for me. I used to spend a lot of time there before transferring. These centers helped me to learn and adapt to the local culture, a culture that I had chosen to be part of. **Although my long term goal was to become a Computational Linguist since I spoke four languages by then (Armenian, Russian, English and German), the fact that my students would come to the Writing Center and look for me in particular kept me there, at Mission.** One day, my colleague, Christine Ritz from the English department, told me about an open position in the English department and encouraged me to apply. I wondered how on earth she could think of it since “I have an accent!” She gently replied, “but you also have the qualifications to teach, plus, the students... they come and ask for you, even when there are other tutors available here.” That was it for me; I knew I was not wise enough to choose the right career for myself, and inside, I knew my students knew better, and that they needed me, and that **I HAD TO BE THERE FOR THEM.** I guess by then I knew enough English to help others. **I had found my calling, rather, my calling had found me right here, at Mission!**

Advice I have for my/our students: Keep your eyes, ears and mind open to see what professions that are around us. Sometimes we think we know what is best for us, but in reality, we are not always right. We should allow the “life’s energy” to take us to places we have not been to before. It is also important to take the time and create positive relationships with people around us. Moreover, I want to remind my students of **the power of English**. I have travelled the world with English. This language has “kicked open” so many doors for me that I have lost count. Please study hard, practice English writing a lot, read in English a lot; at least 25% of each white-collar job is spent on writing and reporting. **This language will take you to places and will secure jobs and opportunities for you, but you must believe in it first and become good at it.** Don’t wait until you are hanging from one of your legs and fighting for your life to appreciate life. **Take full advantage of the opportunities** our amazing college and this powerful country have to offer us!

Ryan Ng

From: Thuy Trang
Sent: Friday, October 11, 2019 8:32 AM
To: Thuy Trang
Subject: Success Stories of Classified, Faculty & Administrators Continue

Happy Friday, Mission College Community!

What better way to conclude another busy week than to enjoy another success story from a mover and shaker for Mission College and West Valley College. Please read on to learn (or become more acquainted) with a dynamic retiree who is anything BUT “retired.”

Special thank you to our Lydia Harris for setting up a [Scholarship Endowment Fund](#) for students majoring in Early Childhood Education!



Lydia Harris
Emeritus Faculty, Reading

“It should never be ‘I can’t but I WILL’” is a mindset I consistently tell my students and reflects the theme of my life.

Growing up in Tucson, Arizona, my Hispanic father and Italian mother instilled in me the notion that it's not a question of if you go to college but **WHEN** you go to college. This was important for me because not all my friends shared this idea.

With 2 doctoral degrees including a JD (law degree) several bachelor's and master's degrees, I took every opportunity presented to me to learn and grow! **Through sheer strength and willpower, I have been able to advocate fiercely for students and the community over the years.** I wrote grants for Mission College and the district and developed the Child Development Centers and departments at Mission College and West Valley College as well as other activities. I remain proud of my other various accomplishments.

At 82 years old, I have "retired" 3 times and still going strong! I walk 4 miles every other day. I am deeply involved with the community and currently serving on the Child Abuse Council for Santa Clara County. One of my many goals includes writing a cookbook. **All this is to say that as long as you find and cultivate a purpose for yourself, you will always be relevant at ANY stage in your life.**

My advice to students: Don't ever stop reading! Don't ever stop learning! That's the best way to expand your world! You have to grow and learn from one another. **The classroom should be a place of joy and the teacher is a helper not a dictator. We are there to learn together and help you see the beauty you are bringing to the classroom.** It should be a laboratory for learning.

Ryan Ng

From: Thuy Trang
Sent: Monday, October 14, 2019 10:26 AM
To: Thuy Trang
Subject: Success Stories of Classified, Faculty & Administrators Continue

Happy Monday, Mission Community!

Nothing beats starting off another work week with a bright ray of sunshine, Yolanda Coleman! Known for her grace and positive energy, “YO” has been a pillar for Mission College as our Articulation Officer to the 4-year universities (among many other pivotal roles she has played). She’s still going strong as she continues to build a legacy of creating pathways for our students. Read on for all the juicy details!

*And what a wonderful coincidence that today is TRANSFER DAY! Send your students over to SEC to connect with over 40 colleges and universities from 10am-1pm today (yes, it’s worth the trek and dodging construction).

Enjoy and stay inspired ... We are Mission!



Yolanda Coleman
Faculty, Counseling

I've been asked what "drives" me to be who I am today, and this takes me back to a vivid memory from childhood: When my parents got divorced, my mom fell apart and became emotionally withdrawn due to over-reliance on my dad. He had taken care of everything but due to a drinking problem after his military discharge, he was tussling with his own demons. **Seeing my mom struggle broke my heart. I thought to myself at that moment: "this will never happen to me; I will not rely on someone so much that I can't pull myself back up."** This is where my fierce independence came to be and continues to this day.

Academics was always a priority for me regardless of what was happening at home. **My parents didn't go to college so there was very little discussion about it at home and no one to help me navigate through the system.** Tina, my cheerleading buddy and best friend in high school, had parents who were teachers and because of our cheerleading schedule, we spent a lot of time together. **It seemed as if her family talked about college and education almost every day and that excited me.** Her parents became my mentors and all the advice they gave Tina, she passed on to me. So every class Tina chose, I chose. Every exam she took, I took. Every college she applied to, I applied to! I followed her every move!

I heard about **historically black colleges and universities (HBCUs)** at a church event. When I asked a high school counselor and Tina's parents about possibly attending an HBCU, they all dismissed my inquiry stating that HBCUs did not provide as good of an education as California public colleges. I considered them "experts in education" and was simply too naïve then to question this further. In retrospect, what I learned and would like to share with my colleagues: **If a student asks a question about something you don't know about, tell them you don't know and then, together, help them find the answer. Help them explore their options!**

Although I was admitted to UCLA and SDSU, I chose to attend UC Davis for three reasons - because of its "college-town" feel, because of its proximity to home and because Tina was attending (yes, I was still following her!). I have no regrets about the choice I made because UC Davis really shaped me! **I didn't know what I didn't know and learned so much about myself, my history and my culture.** My first year, I lived in an all-white dormitory with Tina and just across the quad was a multicultural themed dorm that I quickly gravitated to. **I hung around more African American students, something that I didn't have an opportunity to do so in high school, and even joined an African American sorority (Delta Sigma Theta).** For years I felt like a puzzle piece that almost fit but not quite perfectly. At UCD, with my new community, I finally fit! **The puzzle felt complete!**

Now, after 30 years of counseling, teaching and working on various other projects (20 of those years at Mission), I am circling back around to the importance of "the puzzle." **I want students, especially African American students, to feel that "fit" and to feel like they belong, no matter where they pursue their education.** I now serve on the California Community College Chancellor's Office HBCU Advisory Committee, assisting in the development of more [HBCU transfer guarantees](#) for students. **I am also working with faculty, staff and administrators to help build a stronger, more supportive African American community at Mission.** We are doing this by coordinating culturally relevant activities and events which, we hope, will lay the foundation for our future Umoja Program.

My advice to students: Use your resources and ask questions. **One of my favorite sayings is "closed mouths don't get fed" so don't be afraid to ask questions and be vulnerable.** You'll be surprised at how many people are willing to help and support you! And lastly, if you do not fit into the puzzle you think you are supposed to fit into, don't be afraid to try a different puzzle!

Fun fact about me: Unlike many Bay Area folks, I absolutely love hot weather! **Being outdoors, near the water and under the bright sun centers me and brings me joy!!**

Ryan Ng

From: Thuy Trang
Sent: Tuesday, October 22, 2019 9:41 AM
To: Thuy Trang
Subject: Success Stories of Classified, Administrators & Faculty Continue

Happy Tuesday, Mission Community!

This week we bring you a compelling and riveting story about our beloved colleague and chef, Haze Dennis! Haze wasn't always performing magic in the kitchen ... in fact, if it were not for a twist in fate, we might have had to address him as Dentist Dennis! Please read on for details!

October is a hectic month for many of us but we hope you will take the time out of your busy days to appreciate yourself and the amazing colleagues we have around us!

Make it a great week! ☺



Haze Dennis
Faculty, Hospitality Management, 1996-present
Department Chair, July 1998 – June 2017

Growing up in St. Louis, Missouri, I was raised by a single mom of modest means who instilled in me that college was not an option; it was a must! I don't remember ever considering or being allowed to consider any career pathway that did not include earning my education.

And for as long as I can remember, I wanted to become a dentist! I recall that I was never afraid of the dentist and only really considered that one career pathway for most of my youthful years. Performing well in high school, I was accepted into a 6-year dental program and thought I was all set. My friends and peer family members were all primed to go to a four-year college immediately upon high school graduation. At this point I must interject that at nowhere in the post high school landscape did the community college option surface. **In fact, I have memories of my friends and I speaking poorly of those "slackers" who could only get into a community college.** This was common sentiment in the University City suburb of St. Louis back in the 1980's; that the community college was for those who could not get accepted into a "real" college. So here I am in my senior year, dental school bound and feeling pretty impressed with my academic, athletic, and really, overall performance to-date. Life was good and was only going to get better.

But one fateful day, I drove a friend to take a fitness test for the Naval Academy (Annapolis) and **that's when my life took a radical turn.** During this time, a movie out called **Taps portrayed the trials and challenges of the first black cadet to attend a military academy.** This movie was mine, as well as my mom's only exposure to places such as West Point, Annapolis and the Air Force Academy. The more I learned about the rigorous, prestige and elite admissions process in order to be admitted to Annapolis, or another academic military organization, the more intrigued I became. **Out of pride and curiosity, I wanted to test my limits and wound up applying for, and receiving, an appointment to the United States Air Force Academy, in Colorado Springs, Co.** I had also convinced myself that I might one day get to fly F-16 fighter jets. While I performed well enough in high school to earn an appointment, it was the case at the academy that I found myself on academic probation the entire time! **It was my first major failure in my life, as during the early summer of 1987 I was academically dis-enrolled from the United States Air Force Academy.** I departed with a GPA that was just under 2.0; totally foreign territory for me up until this point in my life. After this, I tried to reach out to the colleges that had originally accepted me but with the low GPA, no one was willing to take me. In the span of three years I had gone from someone who had been accepted into each and every college applied for, including the Academy, to not being able to get into any college at all, well ... almost any college. **Ironically, the community college that I had put down as being "just for the slackers" would be my saving grace.**

So, I'm back home, feeling depressed, embarrassed and disappointed but still maintaining the sentiment that college was a must. I didn't make the connection while growing up, but at age 12 I began working at a snack shop that my uncle owned on the Mississippi River, at the foot of the Gateway Arch. But as previously stated, while growing up I was focused elsewhere, and my growing up jobs could have been any jobs; they just happened to be at a tourist snack bar and fast food. My sister chimes in and advises me to go "try out" the food service classes at the local community college, since I had all those years working in food. In fact, in addition to working for my uncle I also did the ubiquitous fast food gig during my senior year, as did all my college-bound friends.

I listened to my sister, registered for hospitality classes at the community college, and naturally excelled in them. I also happened to secure a job at the newly constructed Courtyard by Marriott

hotel, not too far from my home. Turns out I had a knack for working in, and then supervising, fast-paced food service businesses. I was quickly promoted in my work at the Courtyard Marriott. **At the time there was so much synergy between what I was learning in the classroom and actual related work experience.** I had also picked up a second job supervising food service on Mississippi riverboat cruises, just down the river from where I worked as a child.

After two years and earning my AS Degree, I once again found myself in great academic standing, so my next step was applying to 4-year universities. I'd done well enough (again) to gain acceptance to every four-year university to which I had applied. I had also received multiple grants and scholarships and recall clearly that I was bragging (just a little) about having my first year of college all but paid for. Life was getting better and I was once again becoming impressed with myself. **After all, I had failed in a major way, but was not only bouncing back, but doing so in good order.**

I narrowed my choices down to Cornell University and UNLV – The University of Nevada, Las Vegas. Cornell's tuition proved too expensive, so I ended up for the first time in my life in front of slot machines, craps and blackjack tables and video poker machines. Losing all my tuition and rent money within a few days at the casino was a harsh lesson to learn and I had to work multiple jobs to make ends meet and to pay my tuition during my first term at UNLV. Earning a Master's degree was always in the plan as well, but during these tough times I could not envision earning my MS immediately after graduating from UNLV. In fact, it would be well into my tenure as a full-time faculty when I would earn my MS degree.

After I graduated and earned my bachelor's degree, I was offered several positions as a director or manager. With each promotion I had to pack up and relocate, and eventually wound up in the Bay Area. My sister lived in Hayward at the time, so it was very nice being in proximity. Both my sister and her husband were educators. My brother-in-law taught, was a Chair and retired from Cal State Hayward (now Cal State East Bay), and my sister taught in two departments and retired from Chabot Community College. I was working now at Stanford University, loving life here in California but was seriously contemplating an offer that would have required me to move to San Antonio Texas, which was one of my destination places to live due to the abundance of close family present there. Here again my sister offered her wisdom and advice. She had seen a job announcement for a full-time instructor at a "small" community college near Great America. **What's so funny is that teaching never crossed my mind until my sister nudged me to just give it a try! Lo and behold, here I am, 23 years later at Mission College and loving what I do!**

My advice to students: **Pay attention to ALL aspects of your life, personal, professional, and other. Do not assume that because everything seems on track in one area that all is well and in good order across the scope of your life.** Stay open to opportunities that may come your way but be forward thinking and deliberate. Take responsibility for the decisions you make and **be thoughtful about who you surround yourself with. The consequences of some actions are fleeting while the impact of others will stretch across a lifetime.** Set worthwhile goals and judge questionable choices and potential circumstances against their ability to help or hinder you in reaching your goals. **Finally, develop a trusting relationship with a few wise people in your life that you're willing to listen to!**

From: Rebecca Tran
Sent: Monday, October 28, 2019 9:15 AM
To: All_Mission_users
Subject: Student Success Stories - Student Equity and Success Month

In celebration of Student Equity and Success Month, please take a moment to read this student success story and consider sharing with students you work with each day as you support them in reaching their life goals. You may also enjoy reading [past success stories](#) shared with our college community.

MANIJA ANSARI

Fremont Adult School

Mission College

AA - General Studies, December 2005
AA - Business Transfer, May 2006



San Jose State University

BS - Business Administration (Finance), December 2009 with Honors
Minor - German Language
MA - Educational Counseling, December 2018

As an immigrant and first generation college student, I received so much support from my counselors and teachers while at Mission College that allowed me to succeed academically, personally and professionally. After receiving two AA degrees from Mission, I transferred to San Jose State University and received a degree in Business Administration with a concentration in Finance and a minor in German Language.

The advice I would offer current Mission College students is to stay in touch with the counselors and teachers. Ask questions. Counselors are the best assets; take advantage of the one-on-one appointments. The support of my teachers and counselors were the best experience. While at Mission, I worked in the Learning Assistance and Tutorial Center, which is now the Academic Skills Department, as an ESL Tutor. I also worked in the ACCESS Program which is now TRIO. This helped me make strong connections with the staff on campus and understand the educational system in the United States much better.

At Mission I learned the skills to navigate the US higher education system effectively and efficiently, a less familiar system to me. As a result I chose to follow the path of my counselors and became a school counselor myself. It's important for students to know you can re-imagine your career path as you gain more experience in life. In 2018 I graduated from San Jose State with a Master's Degree in Educational Counseling. I am currently working at Foothill College as a part-time Veteran's Counselor.

Mission College made a difference in my life. It served me to break many barriers and succeed in achieving my goals. So I want to thank Mission College in particular the Counseling Department.

FUN FACT: Manija speaks four languages. She speaks Farsi (Dari), German, English and Russian.

Manija shared that she received support services from TRIO (ACCESS), the Tutoring Center, the Transfer Center, and Counseling.

Rebecca Sredanovich Tran
Counseling Faculty
LSR & COU Department Chair
Room SEC 139
(408) 855-5040

Ryan Ng

From: Thuy Trang
Sent: Monday, October 28, 2019 4:55 PM
To: Thuy Trang
Subject: Success Stories of Staff, Faculty & Administrators Continue

Dear Mission Community:

In celebration of Student Equity & Success Month, we bring to you this week the story of our current Chancellor, Brad Davis. We want to thank Chancellor Davis for sharing his journey with us and providing a glimpse of what has driven him towards the leadership role that he has now and the student-centered philosophy he brings to our district and colleges.

Enjoy and please share these success stories widely with our students!



Brad Davis **Chancellor of West Valley-Mission Community College District**

I often tell people that I couldn't have moved any further from my hometown and still lived in the United States. Certainly, my life's journey from Erie, Pennsylvania to Silicon Valley was a long one, but not so much in distance as in personal growth. While I certainly don't miss the freezing weather and record snowfall, my childhood shaped the belief that education can transform both our lives and the world around us. **Growing up, neither of my parents had a college education, but worked hard at relatively low paying jobs to provide for the family, while often concealing the difficulty of their financial plight.** My father's decision to return to school and complete his degree despite tremendous obstacles, and the resulting stability and happiness it gave to my family, cemented my commitment to helping others achieve their educational goals.

One thing that many people don't know about me is that I played two NCAA sports in college, baseball and basketball. Many of those experiences continue to shape my life today. **Athletics taught me how to set long-term goals, communicate effectively, build strong teams, and how to**

manage adversity. It also fundamentally taught me about the systemic and unrelenting challenges with bias and discrimination that many of my closest friends and teammates faced on a daily basis. **I witnessed their very real frustrations which shaped my perspectives on creating campus environments where everyone feels safe, supported, and valued by the institution and each other.**

By background and inclination, I am both idealistic and pragmatic. These traits, coupled with my life experiences and legal education, have allowed me to find the perfect professional home in public higher education. **I am motivated daily by the challenge to serve the public good and meet the needs of a society looking to the academy for leadership and fresh perspectives.** I believe that we can together work toward a fair and equitable society that is marked by a respect for diversity of thought, culture, and science and our engagement as considerate citizens in service to others. At Mission College, we can shape our future by championing the wonderfully diverse backgrounds, perspectives, and ideas present at all levels of decision-making and in every part of our communities.

I hope to bring the same combination of idealism and pragmatism to the role of Chancellor. I am honored to be part of a community of educators that stands behind our students as we work together to provide an education with value, promote diversity, maintain a supportive community, pursue social justice, and foster open debate and dialogue while running a caring and ethically strong institution. **I want our students to know that they are at the heart of every decision we make.** I endeavor to demonstrate to the rest of the country that educational and civic leaders of the most important region in the United States are working together with resolute commitment to develop our workforce, support the intellectual life of Silicon Valley, and **expand the American Dream** and that all of this is done with a focus on the common good for our community, our country, and indeed the world.

My advice to students: Never waver in pursuit of your goals and commit yourself every day to moving one step closer to the life you have imagined. **You can succeed over self-doubt or societal expectations and become the best version of you if you simply refuse to give up.** Because of your indomitable will, I have seen ordinary people accomplish extraordinary things every day at Mission College. Remember, everyone at Mission College is rooting for you to grab your diploma from my hands at graduation and stride confidently across the stage in the direction of your dreams.

Ryan Ng

From: Thuy Trang
Sent: Thursday, October 31, 2019 10:51 AM
To: Thuy Trang
Subject: Wrapping up Student Equity & Success Month with Success Story from Another Amazing Colleague!

Dear Mission Community:

Happy Hallows! Today marks a wonderful wrap up to Student Equity and Success Month!

- We had over 250 students come to visit the “Wheel of Success” hosted by Counseling faculty to earn school supplies after spinning the wheel to learn more about the various support services available at the college!
- Our Library and Academic Support Center faculty and staff set up tables in Gillmor and the Student Engagement Center to educate students about the valuable resources to help them succeed.
- Workshops and presentations occurred throughout the month to assist students with transfer to the universities and much more.
- We enjoyed stories of colleagues and students who exemplify resilience and diversity in how they define success and continued growth!

LAST BUT NOT LEAST, we end this month with a success story from faculty member Venus Jones! Her story and message are sure to inspire all (you don’t want to miss reading her FUN facts like starring in a Marvel movie)!

May we continue to cherish each other and always make room to learn more about each other on a deeper, more meaningful level YEAR ROUND!

Please enjoy [past stories](#) and note that the stories shared this month will eventually be posted on the same site. Thank you, Ken and Niall, for making this happen!



Venus Jones

Faculty, English and Communications

I'm a life-long learner, who values misfits and the marginalized because I grew up among difference and I am proud to be labeled quirky, black, and a woman. Being an adopted child, who was abandoned at the age of 2, means I've struggled with anxiety my whole life. I also grew up with a legally blind sister and a brother with cerebral palsy.

My greatest accomplishment is practicing self-compassion and finding true love. I will celebrate 20 years of matrimony in March. My husband joined my cultural diversity committee years ago at the University of Akron in Ohio and we both still promote equity. **Most people know me as a prized poet, an accomplished performer, or a budding professor yet I'm really a spiritual being having a human experience just like you on this Earth.**

I'm a student for life and I see myself not just as a survivor but someone who thrives. I thrive when I choose to simply keep going and even learn something new despite insurmountable fear and self-doubt. **My goal is to always return to love in honor of my ancestors, my inner Goddess and all that is holy and divine.** My suggestion is that you stay empowered by practicing mindfulness, as well.

My favorite quote is by Alice Walker: -- **"The most common way people give up their power is by thinking they don't have any."** I want you to laugh at yourself, dance like no one is watching, value your education, and to look for the common humanity that we all share. Consider supporting the Arts and attending Toastmasters or even pretend to be a "creative" in search of inspiration for at least one day. Then take an acting or improv class because nothing affects your success more than your ability or inability to reframe things, express yourself, and communicate effectively.

Fun facts about me: I have had almost 9 lives! I am a former actress who was once cast in a Marvel movie called Punisher with John Travolta. I played a greedy attorney who was grabbing all the money during the robbery scene. I've also worked at MTV and HSN, been on a billboard, delivered a local TED Talk and I am a former radio personality and actress.

Ryan Ng

From: Rebecca Tran
Sent: Thursday, October 31, 2019 9:05 PM
To: All_Mission_users
Subject: Wrapping up Student Equity & Success Month with a Success Story from Another Mission College Graduate!

In celebration of Student Equity and Success Month, please take a moment to read this student success story and consider sharing with students you work with each day as you support them in reaching their life goals. You may also enjoy reading [past success stories](#) shared with our college community.

Julie Flores



Fremont High School, Sunnyvale, CA (1997)

Mission College

AA - Anthropology, May 2004

AA - General Studies, May 2004

AS - Hospitality Management, December 2018

Certificate of Achievement Food Services and Restaurant Management (2018)

Certificate of Achievement Fundamentals of Food Service Skills (2018)

Bethany College

BA - Communications 2002

I transferred originally to Bethany College in Lindsborg, Kansas (BA Communications 2002). I was working in the telecommunications sector for a while, but always gravitated toward food (I had always wanted to be a Pastry Chef). Life, travels and events lite the fire for wanting to start a food truck. More life events brought me back home and I decided to return to Mission College to join the

marquee Hospitality Management. I started slow with one class and that drove my passion even more deciding to go all in. I used my classes and projects as my incubator training, testing and focused obsession to help make my food entrepreneurship dream come true.

I went to a small liberal arts college in a small town in Kansas. Mission College's community was very similar: intimate. I thrive academically in smaller classes where my instructors know me. Larger colleges, can drown out your voice as a student and individual. If you need help it is more difficult to find what you need. Small, intimate academic environments where you actually can get to know your fellow student and instructor is the best environment for my learning style. Small isn't for everyone.

This time around I have had one umbrella "best" experience. The Hospitality Management department has supported this big food dream of mine since day one: Chef Scott Brunson being my very first instructor emphasizing enthusiasm and passion toward food and wine to his students and always allowing them to push themselves, Mr. Haze Dennis allowing me to run the social media channels for the department, Chef Daniel Arias for allowing me practice and opportunities on board the educational mobile food trailer and allowing me to promote this great department, Chef Katrina Morkner for helping me out on concepts outside of the classroom, Chef Michele Pett always being open to questions about cakes and Ms. Susan McDonnell for taking many hours outside the classroom guiding me and answering questions about restaurant design and equipment. The Hospitality Management program is a special place with special instructors. They care about the success of their students and celebrate with them. The information that I have not learned from this department, I am learning taking business courses in the Business department. Mission College is still helping me toward my goal of food entrepreneurship dreams.

I am doing it over again, so I can tell students how I actually did things differently this time around. :) I came back to college knowing all of the things I didn't do right the other go-arounds. I needed to evaluate what I needed to know to get a small business off the ground. One was Social Media. I approached the department chair at the time if I could volunteer to do the social media for the department. I was given a yes. I took ownership of HM like it was my own small business. Since our department runs a restaurant, I reached out to guests of our Bistro (and even they became mentors or friends-special thanks to Ms. Heidi Garland for her social media guidance). I participated in all the extracurricular activities relating to the department as I could. With my visibility came more opportunities that may not have been given to others, just because I was involved. I even somehow ended up on the Sustainability Committee, which has been an awesome experience.

College is a special place where you are granted opportunities you don't get outside of school. It is a place you are allowed to make mistakes without any major detriment. Seize all of the great opportunities afforded to you. Get involved. Join a club or committee. Those opportunities lead to valuable relationships and networking opportunities. Most importantly, share your goals and dreams with people you respect including your favorite or most challenging instructors. You never know when your passion is contagious and you find that small group of people willing to guide, mentor, or place a little more time in you because you have a passion for what you are doing. People want to help those that want to help themselves.

This summer with my Cuban Street Food concept (one I have been working on at Mission College), I was one of the selected applicants to the 2019Posible Latina Entrepreneurship Boot Camp sponsored by Univision Bay Area, POSSIBLE US, Eva Longoria Foundation and Televisa Foundation. It is part of a series of events that helps Latinas pursue their dream of entrepreneurship. (I might even get to meet Eva Longoria this month).

FUN FACT: I have a lot of interests and specialize in nothing.

It allows for interesting, random conversations and might actually help me with my food dreams.

Julie shared that she received support services from Admissions & Records, Financial Aid, Job Placement, the Library, TRIO (ACCESS), the Welcome Center, and Counseling.

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Ryan Ng

From: Rebecca Tran
Sent: Wednesday, October 30, 2019 10:03 PM
To: All_Mission_users
Subject: Student Success Stories - Student Equity and Success Month

In celebration of Student Equity and Success Month, please take a moment to read this student success story and consider sharing with students you work with each day as you support them in reaching their life goals. You may also enjoy reading [past success stories](#) shared with our college community.

KHADIJA ABDULMALIK



Redwood High School

Mission College

AA - Liberal Studies, May 2011

San Jose State University

BS - Health Science (Recreation Therapy), December

MA - Educational Counseling

I've attended other campuses and felt that I had the best experience here at Mission College. After I obtained my associates degree from Mission I was able to transfer to San Jose State University. There, I was able to get my bachelors degree as well as my masters degree. I would have to say that community colleges tend to be smaller than four-year universities and they offer more interaction with faculty. The smaller environment also provided a more home like feeling. I feel like when I attended Mission College I was able to get an ample amount of support from staff and faculty and was able to make life-long connections.

At the university the campus was bigger, and classes far more challenging, and it felt like there was less support. The best part about attending Mission was that I was able to do so with no college preparation, and from that, grow into a well prepared transfer student. Being able to take intermediate courses and utilizing student support services helped me prepare for transfer. I gained a lot of personal growth through my experience.

My advice to current Mission students is to remember the sky is the limit. "All our dreams can come true if we have the courage to pursue them." - Walt Disney. I would not change a thing about my experience at Mission. It is what shaped me into who I am today.

FUN FACT: I attended Mission College full-time while working full-time and raising four children. If you know anything about parenting, you know it's a full-time job. I have a drive that's unstoppable!

Khadija shared that she received support services from Admissions & Records, the Assessment Center, CalWORKs, EOPS, Financial Aid, the Library, the Transfer Center, the Tutoring Center, the Welcome Center, and Counseling.

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Ryan Ng

From: Thuy Trang
Sent: Wednesday, October 2, 2019 5:38 PM
To: Thuy Trang
Subject: Success Stories of classified professionals, faculty and administrators for 2019

Dear Mission Community:

Per our tradition for Student Equity & Success Month, we bring to you stories of fellow colleagues and their triumphs and struggles that make them such beautiful contributors to our college and district!

Please take a moment to read the stories that come to you throughout this month and even strike up a conversation with the person featured if you haven't had a chance to meet them and/or truly connect with them.

We kick off our success stories about a beloved colleague, Nanette Wylde. May her words inspire us all. *For sure.*

And click [here](#) for past stories from previous years.

Enjoy!

Nanette Wylde
Faculty, Early Childhood Education



I graduated from high school in 1973, something my father did not accomplish. Beginning that summer, I attended West Valley College, with the hope of earning a degree; but in what, I was not sure. Three semesters later a death in my family cut that goal short and the next 14 years of my life were spent working and raising a family. Then one day the principal at my children's school asked if I would consider working part time in the after-school program. That happenstance offer was to be the start of a lifelong journey and the development of a passion I was sure about.

I went back to school, taking one class at a time while working and raising 4 children, earning a degree in Child Studies in 1991. Not long after that, I was raising my children alone and supplementing my full-time job as the director of that same after school program by cleaning people's homes and working two nights a week doing factory work.

In 2000, at 45 years of age and with the support of my new life partner, I learned how to use a computer and applied to Pacific Oaks College; where I completed the requirements for my bachelor's degree and earned my Master's in Human Development, graduating in 2003. While expanding my knowledge of how human beings grow and develop, **I also gained some deep and life changing insights on social justice, equity and my own unearned racial privilege as a person of whiteness.** Now, I was sure of what I wanted to do with my life. After teaching at a several community colleges, I was given the opportunity to teach a class for Mission College. I hadn't worked here very long when I realized that this was a community I could feel sure about. And 13 years I still can't believe I get to do this work, in this community, with so many who believe that community matters...for sure.

My advice to all of you is to see your challenges as chances to grow. Growing means we will work hard, believe in ourselves, be willing to risk some discomfort with our own ideas and actively

seek out the resources and support we need to reach our goals in life. **As a member of the Child Development faculty and a 3-time student in Mission College classes, I can tell you that this community not only has a wealth of support but it also comprised of members who truly care. For sure.** Be patient with yourself, persist, and recognize that your passion, what you care about most in life will fuel your journey in education and life. And get engaged in a community who want to make a difference in the world. For sure.

When I am not using my words to try and inspire others, I love to write poems and create rhymes. **My fascination with poetry began as a very young child (thank you, Dr. Seuss) and has been featured on various family birthday cards, in my exhortations to young children (sit on your bottom, that's why you got 'um)** and has enabled me to win a set of concert ticket too.

Ryan Ng

From: Rebecca Tran
Sent: Friday, October 18, 2019 9:55 AM
To: All_Mission_users
Subject: Student Success Stories - Student Equity and Success Month

In celebration of Student Equity and Success Month, please take a moment to read this student success story and consider sharing with students you work with each day as you support them in reaching their life goals. You may also enjoy reading [past success stories](#) shared with our college community.

DARON STEVEN PA



American High School
AA-T Psychology Mission
Currently attending CSU

I began attending Mission
easy. My mother passed
was not the most present
perseverance, I was able
family. Sometimes you get
gets better, as long as you

My best experience is re
Chau Nguyen and Mar
They make themselves a
environment.

I am currently working as
East Bay. At Mission they
transferring, I have to fo

Some advice I could give to current students is to set your mind to big and little goals and
could get a restart at Mission, I would have gotten the help from Counseling and transfer
difference.

Fun Fact: I am goal oriented; I set goals that are achievable within the next 3-5 years.

Daron Steven shared that he received support services from Admissions & R

Rebecca Sredanovich Tran
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International
Education
Week

BUILDING A
Global
COMMUNITY

NOVEMBER 18-21

Micaela Schweitzer-Bluhm
U.S. Department of State's
Diplomat in Residence

Monday, November 18

10:00-11:00 a.m. • TAV 130

Working Abroad Through Careers
in the U.S. Department of State

Cultural Table

Monday • 12:00-2:00 p.m

Tuesday-Thursday • 10:00-2:00 p.m.

By SEC 111

Join us for International snacks, drinks, cultural
presentations, games, prizes and more!

Hip Hop Dance Performance by
Jumpei Nishiyama from Japan

Tuesday, November 19

12:00 p.m. • SEC 111

Poster Presentations by
Danish exchange students

Wednesday, November 20

10:00-11:30am • SEC Lobby

Fundraiser for International
Student Scholarships

Questions:

iis@missioncollege.edu

iis.missioncollege.edu

Sponsored by International
Student Center, ASG,
InterConnect Club



#IEW19MISSION



Ryan Ng

From: Chigusa Katoku
Sent: Monday, November 18, 2019 9:39 AM
Subject: IEW Student Success Story: Humphrey Chan from Hong Kong
Attachments: internation education week flyer_2019 (003).pdf

Good Morning Colleagues,

Happy International Education Week (IEW)! To kick off our IEW with a week full of events and activities, I would like to share a success story of **Humphrey Chan** from **Hong Kong**.



My name is Humphrey Shi Hang Chan and I want to share my remarkable journey at Mission College. I attended Mission College in Spring 2015 with a goal to pursuit a Bachelor degree. Mission College prepared me to succeed in my Junior and Senior years at University of Iowa with a conducive learning environment, supporting faculty staff, and a vibrant student community. I was a quiet and shy person in the first year until I left my comfort zone and participate and engaged on the following areas:

- **International student center work experiences** improved my interpersonal and social skills. Meeting and helping other international students improved my overall confidence.
- **Association Student Government as the Marketing Director** improved my leadership skill. My public speaking and presentation skills were improved as well.
- **Family, faculty and counselors' encouragement and support** were key to my success at Mission College and University of Iowa

I transferred to University of Iowa in August 2017 with a major in business analytics. In the first semester, I missed my Mission College friends, aunt and uncle, and my Hong Kong family. However, the desire to achieve my goal quickly took over with studying, school project, and examinations. I enjoyed the cold temperature and snow in Iowa. I fostered new friendship with student and faculty. When graduation arrived in May 2019, I realized that I am becoming an independent, discipline, and focus person.

After graduation, I landed a job as an associate data analyst with a global logistics company in Hong Kong. As a data analyst, I helped the company to find ways to improve our data models to save time and money for our customers' shipping need. I

was assigned to a team of young professionals with passions. I am learning so much from my colleagues and managers.

In the near future, I want to learn how to design data models using deep machine languages that will help different types of business serving their customer with efficiency and profitability. I am planning to enroll to the Hong Kong University in 2020 to further my study in the data science field. In conclusion, I want to give special thanks to my parents, sisters, uncles and aunts for their endless love and support. It is my sincere wish that the readers of my story will be inspired to pursuit their dreams boldly.

To view our IEW events, please see the attached.

Thank you!

International Student Center

Ryan Ng

From: Chigusa Katoku
Sent: Tuesday, November 19, 2019 10:52 AM
Subject: IEW: Student Success Story: Evelina Gromilina from Russia

Good Morning Colleagues,

In the light of International Education Week, we would like to share another international student success story with you. This story was written by Phuong Huynh, our international student from Vietnam under the guidance of Jouney Chong, International Student Advisor. Thank you both for putting this success story together!



You may have seen her around campus going from class to meetings to student forums. She is often on her way to a meeting for ASG or a campus club, activities and events she had organized, internships related to her future goal of becoming a doctor, etc. Evelina Gromilina is an international student at Mission College originally from Russia. She is not only ambitious academically, but she is also very passionate and enthusiastic in her extracurricular activities to create a positive impact on other students. Via the short conversation with this “tenacious” student, we will have a better understanding of how great she is and what she been doing to inspire other students at Mission College.

Could you please tell me a little bit about yourself? How did you get your start at Mission College?

I came here from Russia about 5 years ago. I went to Santa Clara High School where I became fluent in English. I was also taking dual enrollment classes every summer at Mission. I got into several UCs after high school, but could not afford international tuition, so I went to Mission since I had already started some classes here.

What makes you become a successful student today? Is there anyone who has been inspiring you to do that?

I am a pre-med student. I am motivated to do well in my coursework, because I am planning to become a doctor and advocate for underrepresented communities. In modern medicine, there are many health disparities that arise because of socio-economic inequalities. Having internships and other experiences in the hospitals help me stay focused on my goals and give me an opportunity to learn more about medicine.

What words would you use to describe yourself?

I am tenacious: I know my goals and I work hard to achieve them. I am also passionate about many issues.

Which projects/ activities you have been carrying out on campus as a student leader? What is the main purpose of them?

As an [ASG] activity director last year, I had planned/participated in planning: LGBT forum, Diversity Workshop, International Day, Petting Llamas, Mental Health Workshop, Kindness Day, Halloween, Winter Wonderland, and the Carnival. It was important for me to create an atmosphere in the college that students can feel like they belong. As a student Trustee, I meet with the president and vice president of the college to bring up the student perspectives on the initiatives that are happening in the college. I wrote a resolution to an academic senate to make syllabi available to the public. I hope syllabi will be starting to be archived in the course next year. I am also working with the Foundation of the college to hopefully create a scholarship fund for international students. I represent Mission College in the regional student government as a Vice Chair. In this position I connect with other colleges to work on common issues. I will also be coordinating the submissions of the resolutions to the General Assembly in 2020 from the region. My main purpose for my advocacy projects is to aid Mission College to serve all the students the best way we can.

Do you have any difficulties in doing those projects? What will help you to get over your worst time?

The hardest thing is not having enough time to do everything. I use a personal planning system to be able to achieve everything I had set out to do.

If you could start all over again, what would you do differently?

I would have started everything I ever did earlier than I actually did.

What is the best advice you can give to other international students?

Find something you are personally passionate about and pursue it. Be proactive in looking for opportunities.

International students are limited in what we can be involved in, which means we have to work harder to find things that are meant for us. Always keep searching for something that sets your soul on fire.

International Student Center Team

Ryan Ng

From: Yolanda Coleman
Sent: Wednesday, December 11, 2019 6:53 AM
To: Yolanda Coleman
Cc: Bradley Davis
Subject: RE: Mission College Black & Brown Summit 2020

Good morning All.

We are thrilled that the Black & Brown Summit is generating so much excitement! As we wrap up the semester, we want to remind you to submit your **REQUEST FOR PROPOSAL** by **FRIDAY, DECEMBER 20th**. Even if your presentation is not fully flushed out, **STILL SUBMIT YOUR IDEA!** We will have time to finalize it before our big marketing push in February.

Again, if you have any questions, please do not hesitate to contact any of the committee members.

In solidarity,

The Black & Brown Summit Planning Committee

Co-Lead: Qiana Houston, Instructional Faculty, Sociology

Co-Lead: Manuel Salazar, Director of TRiO

Dr. Ajani Byrd, Acting Dean of Language Arts

Inez Barragan, Director of HSI-STEM

Yolanda Coleman, Counseling Faculty

Brian Goo, Director of AANAPISI

Dr. David Piper, Associate Faculty, Counseling, Humanities & Psychology

REALIZE YOUR IMPACT

— The WVMCCD Faculty Diversity Internship Program promotes quality and diversity in college instruction.

ELIGIBILITY

Applicants for the Faculty Diversity Internship Program* must:

- meet the minimum qualifications for the subject area discipline set forth by the Academic Senate of the California Community Colleges
- demonstrate sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college environments
- have no prior higher education experiences

FDIP applicants can include:

- Graduate students nearing completion of a Master's degree from an accredited college or university
- Master's degree holders
- Are a graduate student nearing completion of a Master's degree from an accredited college or university
- Bachelor's degree holders with a minimum of two years of full-time occupational experience in a vocational/technical area
- Associate's degree holders with a minimum of six years of full-time occupational experience in a vocational/technical area
- All of the applicants not meeting these requirements can be submitted to the equivalency committee for review and recommendations

HOW TO APPLY

Recruitment for faculty interns will be held each semester. The opportunity will be posted on the district's employment page at <https://wvm.peopleadmin.com>. Application instructions will be included in the posting. For more information, please contact our Human Resources Department at 408-741-2194 or paulwilliams@wvm.edu

FDIP Program Manager: Paul Williams
408-741-2194 or fdipinfo@wvm.edu
WVMCCD|Human Resources
Faculty Diversity Internship Program
14000 Fruitvale Avenue
Saratoga, CA 95070
www.wvm.edu

* Note: This program is not affiliated with professional graduate school programs for teacher training. Campus selection and mentor matching is at the sole discretion of the District.



Faculty Diversity
Internship Program

■ CULTURE
■ DIVERSITY
■ INNOVATION





OPPORTUNITIES



THE FACULTY DIVERSITY INTERSHIP PROGRAM

The FDIP provides interns with a foundation in pedagogy as well as techniques, skills, and best practices for the classroom. The program is designed to give interns the fundamental theories and skills necessary to be successful in the community college setting. This program dedicates time to prepare interns for applying for faculty positions within the District and/or other California Community Colleges.



FDIP interns will receive valuable information throughout the course of the semester.

The Faculty Diversity Internship Program has two components: (1) 30 hours of community college faculty training in the fall or spring and (2) hands-on experience in an educational setting with a faculty mentor during the fall or spring semesters. The training content will include: Curriculum, Instruction and Assessment; Theory and Practice; Effective Teaching and Classroom Communication Strategies; and Diverse Learning Styles.

HOW IT WORKS

A paid internship has proven to be an effective means of providing high quality learning opportunities for faculty interns and enhancing the educational needs of our multicultural students.

The fall or spring semesters are also a time for interns to immerse themselves in campus events and activities to help cultivate and promote understanding of the various responsibilities of our faculty, staff and students. All interns will have the opportunity to meet with the College Executive Management Team, Vice Presidents, Department Deans and Chairs, and various other stakeholders that work to support our mission, vision, and values.

INTERN COMPENSATION

The Faculty Diversity Internship Program is a paid internship program that provides high quality learning opportunities for faculty interns and enhances the educational needs of our multicultural students.

The terms of the assignment provide a stipend of \$1,200.00 for each intern selected. The stipend is conditional on attending to all of the requirements of the program.



West Valley - Mission
Community College District



West Valley - Mission

Community College District



Faculty Diversity Internship Program

CLOSING DATE:

Closing Date: 6/3/2019

DEFINITION:

The Faculty Diversity Internship Program (FDIP) introduces participants to the community college environment and to the rich diversity of students attending the District's two colleges—West Valley College and Mission College. FDIP recruits interns in support of a wide range of community college disciplines (and especially for those disciplines for which there is an anticipated shortage of qualified faculty). FDIP enhances community college efforts toward building a diverse and representative faculty.

THE DISTRICT

The West Valley-Mission Community College District (WVMCCD), located in the Silicon Valley, includes two colleges: West Valley College and Mission College. WVMCCD embraces diversity as one of the core values of our organization. The District's commitment to diversity embraces the principles of community through recognizing the value and strength of our diverse backgrounds and perspectives as we continuously seek to build a community in which all constituencies are highly qualified.

PROGRAM OVERVIEW & STRUCTURE

The Faculty Diversity Internship Program is a paid internship program that provides high quality learning opportunities for faculty interns and enhances the educational needs of our multicultural students.

The Faculty Diversity Internship Program has two components: 30 hours of community college faculty training in the fall/spring; and hands-on experience in an educational setting with a faculty mentor in the faculty mentor in the fall/spring. The fall training content will include: Curriculum, Instruction and Assessment; Theory and Practice; Effective Teaching and Classroom Communication Strategies; and Diverse Learning Styles.

ASSIGNMENT:

The Faculty Diversity Internship Program is accepting applications for all disciplines; and selected faculty interns will be placed at one of the two colleges:

- Mission College
- West Valley College

SALARY AND BENEFITS:

Intern participants in the Faculty Diversity Internship Program will receive a \$1,200 stipend.

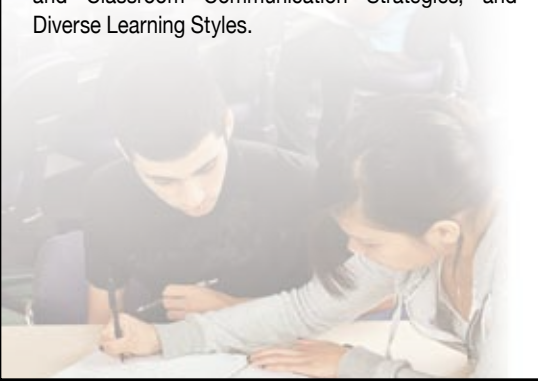
MINIMUM QUALIFICATIONS:

Applicants for the Faculty Diversity Intern Program must: (a) meet the minimum qualifications for the subject area discipline set forth by the Academic Senate of California Community Colleges, (b) demonstrate sensitivity to and understanding of the diverse academic socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college environments; and (c) have no prior higher education experiences.

Applicants to this program can include:

- Graduate students nearing completion of a Master's degree from an accredited college or university
- Master's degree holders
- Bachelor's degree holders with a minimum of two years of full-time occupational experience in a vocational/technical area
- Associate's degree holders with a minimum of six years of full-time occupational experience in a vocational/technical area

All of the applications not meeting these requirements can be submitted for equivalency review and recommendations.



EXAMPLES OF DUTIES AND RESPONSIBILITIES:

Examples of Duties and Responsibilities:

Both interns and mentors are expected to engage in the following:

- Mentorship
- Collaborative Teaching
- Workshops/Professional Development
- Community College Networking

Intern Responsibilities

- FDIP Orientation
- Classroom observation/collaborative teaching with mentor
- Mentor/intern team meetings
- FDIP workshop participation (critical pedagogy, developing course content, hiring process, student services)
- College meetings and governance
- End-of-semester teaching showcase

Expected Outcomes

- Learn about the community college environment and student population
- Develop a resume/cv and diversity statement
- Develop a teaching portfolio (including sample syllabus, lesson plans, quizzes/tests/other assignments, grading rubrics)
- Complete a FDIP evaluation

Activities and outcomes beyond those listed are at the discretion of the mentor/intern teams.

APPLICATION INFORMATION:

- Interested applicants must submit online all materials requested, including: (1) A completed online West Valley-Mission Community College District application; (2) Resume; (3) Unofficial copies of transcripts; (4) Cover letter and/or reference list, if requested; and (5) Any requested licenses or certificates, if applicable.
- All sections of the online application, including Education and Educational Work History, must be completed thoroughly.
- Supervisor(s) name(s) and telephone numbers must be included in the application.
- Incomplete applications will not be considered.
- Do NOT send unrequested materials. Unrequested materials will not be used for consideration of employment.
- The employment application and supporting documents represent you; it is to your advantage to fill out the application form carefully and completely.



EEO STATEMENT:

West Valley-Mission Community College District is an Equal Opportunity Employer that seeks to employ a diverse workforce who will contribute to an inclusive and welcoming educational and employment environment. The District is committed to nondiscrimination on the basis of ethnic group identification, race, color, national origin, religion, age, sex, physical disability, mental disability, ancestry, sexual orientation, language, accent, citizenship status, transgender status, parental status, marital status, economic status, veteran status, and medical condition consistent with applicable federal and state laws.

TO APPLY:

For more information on this position and to apply, please visit our website at the following link: <http://apptrkr.com/1442354>

Applicants who, due to a disability, require accommodations to complete the application, testing or interview process, please contact Human Resources at (408) 741-2174 to arrange for assistance.

West Valley-Mission Community College District is an Equal Opportunity Employer.

ABOUT TRANSCRIPTS:

- If a minimum requirement is possession of a degree, then a copy of transcripts is required to be included with your application to verify the degree being awarded. If no transcripts are included, the application may be screened as not meeting minimum requirements.
- Degrees must have been awarded by a college or university accredited by an accrediting body recognized by the U.S. Council on Post-Secondary Accreditation and/or the U.S. Department of Education.
- Candidates with degrees earned outside of the United States must provide official certification of equivalency to U. S. degrees by a certified U. S. credential review service, must have a U.S. evaluation (course by course of the transcripts) and must be submitted with this online application.
- If you do not have an electronic version of the transcript, you can get it scanned at an office supply or copy store; then attach the electronic version of your transcript to this online application.
- Copies of diplomas, grade reports, graduation petitions, transcript evaluations requests, or similar documents WILL NOT be accepted in lieu of transcripts.

For assistance, contact:

Office of Human Resources, Attn: Recruitment
14000 Fruitvale Ave, Saratoga, CA 95070
Phone: (408) 741-2174 Fax: (408) 867-9059
Email: Jobs@wvm.edu



Ryan Ng

From: Brenda Brown Rogers
Sent: Thursday, May 09, 2019 12:06 PM
To: Ryan Ng
Subject: FW: Land Corporation Scholarship Application: OPEN

Follow Up Flag: Follow up
Flag Status: Flagged

Here it is, Ryan.

From: Patrick Schmitt <Patrick.Schmitt@wvm.edu>
Sent: Wednesday, May 08, 2019 1:21 PM
Subject: Land Corporation Scholarship Application: OPEN

This scholarship program is open to all full-time employees of the WVMCCD.

Here's the link to the actual application:

https://wvm.edu/exec/chancellor/Forms/Land_Corporation_Tuition_and_Fees_Grant_Application.pdf

The program allows for payment of up to \$4000 annually per applicant in approved tuition and fees costs.

- The amount requested can cover one term or a full year.
- Only "tuition and fees" can be covered by this money. No separate course fees (e.g., a lab fee) are covered.
- Evidence of cost should be included with your application (e.g., printed web page containing tuition and fees information).
- The payment is made before the employee incurs the cost.

Your grant will be made available before you make payment, but you must submit a receipt and return any excess money by the beginning of your next term.

Successful applicants should submit their grades to the Chancellor's Office at the end of a term in order to continue in the program.

- If an employee makes less than a "B" in an approved course, the employee must repay the grant before being able to reapply for the program.

Successful applications should have educational plans leading to a certificate or degree from an accredited institution.

- Educational plans should list the courses to be taken by semester, from the beginning of participation in the program to the completion of the educational plan.
- Your educational plan may change. Please file an amended plan if necessary.

Applicants with multi-year plans must reapply every year.

If an applicant has a multi-year program and makes successful application, then his or her following applications will be noted for fulfillment as a matter of course, **if application is made without a break (i.e., application made every year)**.

Please either print out or save the application document once completed and submit to the Chancellor's Office (Brenda.brown.rogers@wvm.edu).

All applications will be approved by the Chancellor, who will examine the applications for completeness.

You can expect these notes and instructions to change as we gain experience with this program. You can help us with your feedback.

Thanks!

--Patrick Schmitt

Land Corporation Tuition and Fees Grant Application

Name _____

Employee Number _____

Work Email _____

Date of Application _____

Institution to be Attended _____

Institution Web Site Address _____

Degree or Certificate Sought _____

Degree or Certificate Web Site Address _____

Educational Plan (By Semester) *Please attach on Separate Sheets(s)*

Amount of tuition and fees Requested _____