*Lianne Greenlee, Director of Professional & Organizational Development:*

*Title V Grant Put To Work!*

Speakers: Sun Ezzell and Lianne Greenlee

**Lianne** 00:00:00:

There's 32 projects that are ongoing with outcomes and goals that we have. And right now, we're in the process of bringing on faculty, coordinators to work on those projects. And Dr. Lisa Rodriguez, who is the assistant director in POD, is coordinating with those faculty members. So, lots of really exciting things happening with the Title V Grant.

**Christina** 00:00:25:

Hi, I'm Christina Barsi.

**Sun** 00:00:27:

And I'm Sun Ezzell, and you're listening to the Magic Mountie Podcast.

**Christina** 00:00:30:

Our mission is to find ways to keep your ear to the ground, so to speak - by bringing to you the activities and events you may not have time to attend, the resources on campus you might want to know more about, the interesting things your colleagues are creating, and the many ways we can continue to better help and guide our students.

**Sun** 00:00:47:

We bring to you the voices of Mt. SAC, from the classroom to completion.

**Student** 00:00:51:

And I know I'm going to achieve my goals, and I know people here are going to help me to do it.

**Teacher** 00:00:59:

She is a sociology major and she's transferring to Cal Poly, Pamona! Psychology major, English major ...

**Sun** 00:01:02:

From transforming part-time into full-time-

**Student** 00: 01:06:

I really liked the time that we spent with Julie about how to write a CV and a cover letter.

**Christina** 00:01:11:

Or just finding time to soak in the campus.

**Student** 00:01:13:

To think of the natural environment around us as a library.

**Christina** 00:01:17:

We want to keep you informed and connected to all things Mt. SAC. But most importantly, we want to keep you connected with each other. I'm Christina Barsi, Mt. SAC alumni, and producer of this podcast.

**Sun** 00:01:28:

And I'm Sun Ezzell, Learning Assistance Faculty and Professional Learning Academy Coordinator.

**Christina** 00:01:33:

And this is the Magic Mountie Podcast.

**Christina** 00:01:35:

Hi, this is Christina, welcome back to the Magic Mountie Podcast. And today we have a really fun episode, a really informational episode with SunEzzell, talking with Lianne Greenlee, the Director of Professional and Organizational Development. And she is going to tell us all of the amazing things going on in POD. So, I hope you enjoy.

**Sun** 00:02:04:

Well, Lianne Greenlee, thank you so much for joining us at the Magic Mountie Podcast today.

**Lianne** 00:02:08:

I'm really excited to be here. We've been collaborating on this podcast for a long time, so it's something near and dear to the work we do.

**Sun** 00:02:17:

This podcast chat has been a long time coming. I have questions I'm looking forward to asking you.

**Sun** 00:02:23:

So, I was wondering if you could just tell us a little bit about yourself and your role in POD, your interest in professional development.

**Lianne** 00:02:31:

Sure. So goodness, I feel like it's been quite a journey for me personally, to become the director of professional and organizational development at Mt. SAC.

**Lianne** 00:02:38:

I started my career actually as a K-12 high school science teacher if you can believe it. I loved education, and I grew up with both my parents in education. My dad was a counselor. My mom was actually one of the first people who used to write grants to support high school students. So, it was kind of in the blood.

**Lianne** 00:03:01:

And when I came out of college, I had a lot of background in sciences. So, I got credentialed to teach biology. And I did that for several years and got into accreditation, which I know so many people don't love, but I do. I see it as really an opportunity to really engage an entire educational community in work focus that is on research-based principles and to really think through what we're doing for students.

**Lianne** 00:03:25:

So, I started that over 20 years ago, and moved from the classroom to become a K-8 administrator and a high school administrator. And then I went to the district office and the work I was doing there was actually what they called at that time, Beginning Teacher Support and Assessment, where I was helping, support, bringing and onboarding new faculty who had credentials, but we would support them in their first two years of practice on campus.

**Lianne** 00:03:53:

So, that's where I really started doing a lot of professional development. And we were working with a program out of UC Santa Cruz at the time.

**Lianne** 00:04:00:

And just, it excited me. I loved working with faculty and I started doing a lot with curriculum and instruction, and then I had kids and I had this opportunity to scale back a little bit and was invited to come to Mt. SAC because of my accreditation background.

**Lianne** 00:04:17:

So, I spent almost 10 years in the school of continuing education. And as part of that work, it was assisting them with their ACS WASC accreditation, really enjoyed learning about continuing education and the great work that we do at Mt. SAC for our adult students. And in that, of course, I was doing training and I became a trainer for WASC ACS for their postsecondary.

**Lianne** 00:04:41:

And in part of that, I was asked to help out in POD and one thing led to another, and I eventually applied for the full-time position. And here I am. And I love knowing that the work we do in POD is really helping faculty, staff, leaders to learn and continue their own professional growth so that they can in fact support our students.

**Lianne** 00:05:03:

So, I just feel like this work has such an impact and has an opportunity to really shape and change the culture of our college. And there's so much collaboration across the college. It's not like POD does all the work. We're the hub for the work that's taking place.

**Sun** 00:05:20:

Well, we're so glad that you found your way to Mt. SAC and to POD, and that you bring your depth and breadth of enthusiasm and experience with you.

**Lianne** 00:05:30:

Well, thank you. I really truly am very passionate about this work. And I feel very fortunate because I get to work with leaders and practitioners in our college, in the state, to bring what we hope are really impactful and important topics to our staff and our employees that help them to support student work.

**Lianne** 00:05:52:

And it's just, I feel like there's so many people doing great work and I just get an opportunity to collaborate and bring their visions forward as well. So, it's fun, it's really fun.

**Sun** 00:06:03:

So we're living in a time of great change in our lives and our work lives as well. And I'm wondering if you can share a little bit about what professional learning opportunities are folks excited about right now, what's helping folks through this transition to living and working online.

**Lianne** 00:06:19:

I feel like our work has just exploded over the last six months in a wonderful way. Coming off campus initially, we were doing a lot of support with Zoom and helping people to do their work off campus with Canvas and a lot of partnerships with FCLT.

**Lianne** 00:06:36:

So, I think that's one area for faculty, especially in ongoing that we're seeing a huge amount of interest, in now that the foundational elements for using Canvas. I think everyone has gone through either FOMA or they've gone through SPOT training, and now, they're really seeking those nuances for how to engage students, how to support students in an online environment. And really, I think all of those things require some level of training.

**Lianne** 00:07:06:

So, we've been really fortunate in that FCLT is absolutely fantastic. The Faculty Center for Learning Technology, the distance learning committee, the faculty there, and the staff have put together quite a few workshops that are ongoing. They have office hours weekly, and they're really doing a great job with a weekly blog that we put in our newsletter that we send out that gives faculty tips for things that they may not have thought of or support for new things they want to look at, features in Canvas.

**Lianne** 00:07:36:

So, we're doing a lot of training on that as well as 3CSN, which is a state-wide organization, has continued to offer some foundational work as well. And the 3CSN will offer things like Canvas and Canvas 102, and maybe it'll just be on the use of the grade book. They also, 3CSN is offering communities of practice, if you will, where across the state community college professors can come together and I think they call it Shoptalk, and they can talk about things they're doing in their classes, and what's working and ask for ideas and share ideas.

**Lianne** 00:08:13:

So, every week as well, we're putting those out, I think those are really helpful. And surprisingly, many of the vendors as well that we partner with where maybe there's some add-ons to Canvas, have been offering workshops.

**Lianne** 00:08:28:

So, I think there's a lot of interest there in the part of faculty, and we also are trying to send out resources as we get them from other people that we partner with, such as AICCU, who can provide tips and tricks on support mechanisms that are research-based that we can share with faculty and faculty can consider different strategies and pedagogies within the online learning environment.

**Lianne** 00:08:52:

So, I think faculty are just doing some amazing work and they're learning. And of course, accessibility is another hot topic with that, how to caption videos and Screencast-O-Matic. And I think as faculty are looking to offer both synchronous and asynchronous opportunities with students, how to do that in a way where students can get the content that they need, but also really engage with the material. So, there's a high interest in that as well. Lots going on for faculty.

**Lianne** 00:09:25:

Other things that we're seeing across the campus that folks are interested in is one of the things we've been doing with our Title V Grant. Specifically, the Title V Grant, we were really fortunate that we're just starting our second year of that. And we wrote a grant for creating an equity-minded campus culture to improve student outcomes.

**Lianne** 00:09:47:

The timing of that could not have been better. We're so fortunate it was a very competitive grant, but it was really building on things that we had started at Mt. SAC related to equity-minded work. And it's building to really infuse that. And the goal of the HSI Title V Grant is to institutionalize that work over a five-year period.

**Lianne** 00:10:10:

So, we've started that work and there's 32 projects that are ongoing with outcomes and goals that we have. And right now, we're in the process of bringing on faculty coordinators to work on those projects. And Dr. Lisa Rodriguez, who is the Assistant Director in POD, is coordinating with those faculty members. So, lots of really exciting things happening with the Title V Grant.

**Lianne** 00:10:36:

And one of the things we've been able to roll out right away is CORA equity certificates. And these just have had a tremendous impact. We've had over 200 employees complete them either last spring or into the summer. And these are actually in partnership with Dr. Frank Harris II, and Dr. J. Luke Wood, who have been able to provide us these access to these 15-hour certificates, either in racial microaggressions or an unconscious bias. Which really explores the concept of these two topics and the influence of our culture and the realities in the classroom, as well as in our work environment for how we can recognize this systematic acculturation that we have, and start with ourselves and really begin thinking about; am I engaging in racial microaggressions? I didn't even know it. What kind of unconscious biases do I personally have?

**Lianne** 00:11:37:

To be able to explore those topics from the inside out, so then as I'm engaging with students in the classroom, I can recognize it and do something about it, address those things - and giving us strategies for how to do that in a respectful collegial way and understanding that the culture really has shaped our experiences and each of us are coming from a different place.

**Lianne** 00:12:00:

We really do have to start with ourselves if we want to make this impact on this equity-minded campus culture we're building on campus. So these are deep dives over a period of a month where it's a hybrid where they're online, as well as like three hours a week reading, research, and being able to engage with material and then an opportunity to dialogue with our colleagues about what did we learn and how might this look at Mt. SAC.

**Lianne** 00:12:29:

So, it's just really this wonderful collaboration with colleagues across the campus, building those relationships and talking about how do we put into practice what we're learning, and how do we make sure we're supporting students and starting with ourselves.

**Lianne** 00:12:45:

So it's a really terrific opportunity. We've had lots of engagement and excitement about the certificates, and in fact, we're going to be starting our next cohort in October. So, we're holding orientations in the first week of October. And our plan is to offer these cohorts throughout the year, at least once each term, so that if you don't have time now, it's okay. People can opt in at whatever point. And then also, so that it's open to all different employees. It's classified managers, faculty, which is also wonderful to have those conversations across our employee groups.

**Lianne** 00:13:24:

And then you can take both, you can start with one certificate, maybe you want to learn about microaggressions first, and then the next term, you can come back and talk about unconscious bias. So, they're really great foundational opportunities in offering these equity certificates.

**Sun** 00:13:41:

So, you've just shared about so many exciting professional learning opportunities. And just in case any of our listeners don't know, where can folks go to connect with POD, to sign up for some of these opportunities to stay in touch with what's happening with professional learning at Mt. SAC?

**Lianne** 00:13:58:

Thank you for asking that question. It's very timely. We realize that we are trying to do a better job of communicating in this virtual environment. We so much relied on the face to face interactions that we feel really lucky. We have the infrastructure to really reach out digitally.

**Lianne** 00:14:15:

So, if you go to mtsac.edu, and you put that little forward slash, and you put POD for professional and organizational development, that'll take you right to our website. If you just type in the search at the Mt. SAC website, POD, you'll find us that way too. And that connects you into our newly redesigned, and I think much more visually appealing and easier to navigate website.

**Lianne** 00:14:40:

And on our website, you'll see just kind of like what's happening now. So things that are trending, links to this podcast, for instance, Magic Mountie Podcast. Then we have sections just for faculty, just for classified professionals, because there are lots of trainings that we offer and workshops and programs that are individualized for each employee group. And then we have an area for managers, we have general resources, and then we also have a section on the Title V Grant.

**Lianne** 00:15:11:

So at a glance, you're able to hopefully find what you're looking for. Of course, POD is always available at pod@mtsac.edu, and we respond to emails and we really do want to connect with people. So, that website is up to date and it will lead you into the POD Connect calendar, which we were so fortunate to be partnering one of the first cohorts to partner with the vision resource center from the chancellor's office.

**Lianne** 00:15:41:

They had started this state-wide vision resource center, professional development learning management system. And we call it POD Connect, and it has provided us that opportunity to do the work we've been doing since we've come off campus. The calendar includes not only things happening at Mt. SAC, but we're also able to include things happening across the state.

**Lianne** 00:16:05:

So when you look on that calendar and you link in, it's just using your single sign on, and you have your personalized account, you have a transcript of work that you're doing, and you have on-demand options at your fingertips. Thousands of things through the LinkedIn Learning, which used to be called lynda.com, but now, it's called LinkedIn Learning, as well as Skillsoft.

**Lianne** 00:16:26:

These are on-demand modules that you can find on Canvas, on working from home, on Zoom, on Teams, If you're learning new software. There's these wonderful on demand links that you can just by topic, call up and find on nearly any topic support. And then we continue to offer workshops through Zoom synchronously.

**Lianne** 00:16:49:

And then anything happening across the state. For instance, there's a Latin X series that is happening at the state level that is helping faculty, staff and employees consider how we're supporting our Latin X students, and needs that they have and research showing and demonstrating how we can support their success and achievement.

**Lianne** 00:17:10:

And so, there's lots of opportunities; Black Minds Matter have been linked through there. So, it links out as well as in. And so this is a terrific new tool that most everybody, I think have engaged in over the last few weeks and months as employees, but we continue every week to send out a weekly newsletter to faculty, managers, and also our classified staff just highlighting major things that are happening on campus and opportunities for them to engage in professional development.

**Lianne** 00:17:42:

I feel like I've neglected the classified professionals a little bit in this conversation. I'm really excited to share that the college is really supporting the professional development for classified and that we have a new POD coordinator in POD, Marlene Espina, who comes to us with many years of experience. She came to us from the ASAC, and has just a wealth of knowledge and work that she's done with students as well as her colleagues.

**Lianne** 00:18:15:

And she is a point person for really helping us to grow our professional development for classified professionals. So, she helps lead CPD Day, which was fantastic. And right now, one of the things she's working on is having a classified confidential leadership development series. Again, that'll be ongoing and we're looking to hold three cohorts this year for anybody who's a classified or confidential professional who wants to try to really engage in looking at who they are as a leader and understanding what leadership is.

**Lianne** 00:18:51:

If they're in a current leadership position, it gives them an opportunity to think about how they're leading and research-based principles of leadership that will assist them in going to the next step through real life leadership examples, case studies, and then participatory exercises. And it's actually a workshop that's held over, as a cohort over a period of three weeks, an hour and a half each week.

**Lianne** 00:19:16:

And it really builds on, again, that inside out who am I, my skillset, because every person can lead from whatever position they're in. And it really honors that. And also, we're hoping that, you know, we really do need to have leaders participate in governance on committees and councils, to take some of those roles in their department.

**Lianne** 00:19:36:

And so, this, we're hoping will be really engaging for folks to be able to think through how they are a leader on campus, how they're serving students, how they're interacting with their colleagues, and help them to grow in their leadership skills. So Marlene is ... that's one of the things offered throughout the year that we're just starting for classified staff.

**Sun** 00:19:58:

That sounds really amazing. As I'm listening to you share about all these opportunities, I'm just thinking how fortunate we are to be members of a learning community, where we can all continue to learn and grow together throughout our careers. That's wonderful to have a campus that supports those opportunities for everyone.

**Lianne** 00:20:16:

And I think one of the exciting things is this year, too, I know we're off campus and that can feel very isolating. But we're also finding there's lots of opportunities in terms of conferences that have become virtual. Whereas before maybe, I wasn't able to travel to a conference to work with my peers, keep current in the field that I'm working in.

**Lianne** 00:20:37:

But there's lots of opportunities that are popping up right now. And the professional development council just met last week in the new academic year. And they are shortly going to be rolling out the new conference and travel guidelines to really encourage people to engage in these virtual conferences and to take those opportunities, especially around the topics of diversity, equity and inclusion.

**Lianne** 00:21:03:

There's many conferences like the Pathways to Equity Conference is coming up. There's national organizations who have just these incredible speakers and experts in the field coming to really engage with us on these difficult topics, so that we can really think through how we can be part of that commitment that we have at Mt. SAC that's in our mission and in our values to supporting each and every student in achievement.

**Lianne** 00:21:31:

So, lots of opportunities are going to be coming everybody's way to apply for conference and travel funds. And we're finding most conferences because they're virtual are maybe only a few hundred dollars. So, we're really hoping that we can approve more people participating as well as a broader engagement because you can do it from your own home, but still connect and still learn. So, that's another opportunity we hadn't talked about before.

**Lianne** 00:22:01:

I feel like there's so many things, Sun, that we could discuss today because we are so very fortunate, our college has provided funding and ongoing support for all of these. They're really devoted to helping us to grow so that we can continue to be in my humble opinion, the best community college in California. And that's an investment the college continues to make in its in employees. As we grow, that gives us the opportunity to continue doing really innovative and exciting things with our students.

**Sun** 00:22:33:

I agree with you, that we are so fortunate. And we'll have to make time to do a follow-up chat about professional development, because we have a lot to talk.

**Lianne** 00:22:41:

We definitely do. Thank you for inviting me to share today. And I can't say enough about the fact that while I'm here talking to you, the work is really being done in partnerships across the college with Student Services, with IT, with faculty who have expertise, with - we do mindfulness and meditation with resources from the health center.

**Lianne** 00:23:04:

And so, I think that's one of the most exciting things about the work that we do in POD, is that when the instruction team is looking to offer something, they come and they partner with us so that we simply become the conduit through which employees have an opportunity to engage in learning. But really, the expertise is coming from within the college often.

**Lianne** 00:23:27:

And we feel fortunate to be a part of those relationships and collaborations to help the different units. Then the college get the word out about the work they're doing as well. So, I think that's some of the fun part about doing this work, is that I really feel like it represents the entire college as a whole, not just POD as a department.

**Sun** 00:23:48:

Absolutely. And I want to give you a huge thank you for all of your incredible hard work and enthusiasm, as well as all the folks in the POD office for your incredible work, especially through this transition. So, thank you all so much.

**Lianne** 00:24:02:

Well, we are happy to be of service and we do have a fantastic and dedicated team in POD that I'm really thankful and grateful for every day. So thank you for a shout out to them. I know they appreciate it, and it really energizes them and their work to know how much impact they have on employees, and to feel that gratefulness. So, thank you, Sun.

**Sun** 00:24:27:

Thank you, Lianne, for making the time to chat today, and I'm looking forward to seeing you in our next POD event.

**Christina** 00:24:34:

Thank you for listening to the Magic Mountie Podcast. Remember to subscribe on Apple Podcasts, Spotify, or wherever you like to get your podcasts, so you can listen in the car, in your office, or however you like to listen.

**Christina** 00:24:48:

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