

# **Fall 2021 – I AM COD Team Nominees**

## **CRITERIA FOR I AM COD TEAM AWARD**

Core Values | Service Excellence | Exceptional Performance

## TEAM NOMINEES

| Team (Nominee)                               | Team Members  | Nominator(s)  |  |
|--|---|---|--|
| Conference and Events Services               | Sandra Carbon-Sheldon<br>Jennifer Charles<br>Bonny Kuhnen   | Joe Llereza<br>Josh Kalbow<br>Danielle Wiseman  | Eric Schultz, CES                            |
| CTE Improvement Team                         | Jonita Ellis<br>Adela Meitz<br>Paris Dunlap   | Barb Groves<br>Tiana Baymon   | Monica Miller, Business & Applied Technology |
| Culinary/Hospitality/Inn at the Water's Edge | Andrew Waszak<br>Teresa Polizzi   | Josh Washington<br>Terry Baranowski   | Tim Meyers, Culinary/Hospitality             |
| Horticulture Team                            | Amy Hull<br>Marty Bartz<br>Frank Balestri   | Brian Clement<br>Kris Fay   | Remic Ensweiler, Biology/STEM Division       |
| Conference and Event Services                | Eric Schultz<br>Bonny Kuhnen<br>Sandra Carbon-Sheldon<br>Jennifer Charles   | Joe Llereza<br>Josh Kalbow<br>Danielle Wiseman  | Ellen Roberts, Administrative Affairs        |
| Registration Staff                           | Mary Brew<br>Tina Brackmann<br>Kim Cajthaml<br>Michelle Cao<br>Tiffany Crosby<br>Jamie Dudzik<br>Jean Giedraitis<br>Joseph Latoria<br>Luisa Maka<br>Susan Reed<br>Dorothy Tapert<br>Brad Phillips<br>Carol Bojczuk<br>Hiren Sodha | Christina Page<br>Jessica Sosnowski<br>Kris Garay<br>Priscila Linares<br>Bonnie Parkman<br>Lori Deckert<br>Abby Contreras<br>Sarah Lemrise<br>Lynn Dudzik<br>Elise Benassi<br>Marlene Nieto<br>Maureen Mitacek<br>Valerie Reniche<br>Trisha Pogorzelski | Debbie Henderson, Registration               |

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|------------------------|--|--|------------------------------|
| Library Grab & Go Team | Becky Brown<br>Joe Ascenzo<br>Jacob Comstock<br>Katarzyna Daniel<br>Amy Falkenberg<br>Adrienne Golbeck   | Denise Kozik<br>Anna Miranda<br>Marcella Nowak<br>May (Mayte) Ramirez<br>Lynette Trautwein<br>Penny Wilson   | Laura Burt-Nicholas, Library |
| Library                | Katie Brosiv<br>Stefanie Falco<br>Sally Grenzow<br>Terri Hill<br>Matthew Johnson   | Angela Jordan<br>Suzanne Olson<br>Dale Rasmussen<br>Becky Reece  | Sally Grenzow, Library       |
| Equity and Access Team | Tauya Forst<br>Anthony Ramos<br>Cheryl Baunbach-Caplan<br>David Goldberg<br>Jim Kostecki<br>Tamara McClain<br>Elena McNab<br>Nathania Montes<br>Michelle Olson-Rzeminski<br>Shannon Toler<br>Tara Leszczewicz<br>David Swope<br>Kimberly Brown<br>Jennifer Cumpston<br>Saraliz Jimenez<br>Rebecca Rivers | Judy Coates<br>Jennifer Kelley<br>Faon Grandinetti<br>Lori Klose<br>Jennifer Propp<br>Stephanie Quirk<br>Sonia Watson<br>Jacinta Yanders<br>Ivette Ortiz<br>Jill Salas<br>Jennifer Stewart<br>Diana Christopher<br>Elizabeth Gomez de la Casa<br>Jonathan Powell<br>Carina Santoyo<br>Eric Seidelman | Jill Salas, English          |

# NOMINATION SUBMISSION TEXT

When was the team formed and/or what was/is the main purpose of this team? Describe the project/process/initiative that this team collaborated on. Describe the impact on students/employees/community.

| Team   | Nomination Submission Text  |
|--|---|
| <p>Conference and Events Services</p> <p>Sandra Carbon-Sheldon<br/>Jennifer Charles<br/>Bonny Kuhnen<br/>Joe Llereza<br/>Josh Kalbow<br/>Danielle Wisemans</p> | <p>I would like to nominate the staff in Conference and Events. They were asked to manage and supervise the Screening Process for the College last summer. The screening process grew by leaps and bounds as it started in the Fall of 2020. The staff, being asked to stop all Event work and move into supervising 50+ part time staff, covering 6 locations, with 3 shifts a day / 150+shifts per week, 6 days a week; to keep the college open for students, was a monumental undertaking. There were over 70,000 screened in the fall and over 90,000 in the spring semester. Staff were here as early as 4:30am to setup and here as late as 10pm to close down. The staff rotated shifts, coving the 6 locations / and part time screeners every day.</p> <p>As the staff were at times the only ones here, they also became the "information stations" for the college, handling every kind of question or need as students/staff/faculty/guests were coming in, unsure of what or how the college was operating. This was an unknown part of the role that grew and grew, and their performance was outstanding. Not only did they do an incredible job managing the part time staff, ensuring that all that entered where safe, quickly and easily, they provided the highest customer service to all that entered, providing information and help during the COVID shutdown.</p> <p>Many at COD did good things and assisted in other areas, but the CES staff was asked to take on the screening process and completely change their work / home life, while uncertain of the risks of being on campus and being face to face with potential people with COVID. Their dedication to COD through this COVID time was beyond outstanding, and their excellent service to ensure the college stayed open for business was truly exceptional.</p> |

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| <p>CTE Improvement Team</p> <p>Jonita Ellis<br/>Adela Meitz<br/>Paris Dunlap<br/>Barb Groves<br/>Tiana Baymon</p> | <p>Over this past year, with so much change in our daily work lives of what is normal delivery of services to students, the CTE Improvement team helped to provide excellent services that support the Student Success pillar of the College’s Strategic Long-Range Plan. One example of this commitment to student success is that this team helped to make available laptops for loan purposes for eligible Career and Technical Education students and CTE faculty. (These were made available to students as part of the COD CTE Need Based Laptop Loan Program.)</p> <p>My experience with this team is through the many opportunities for our CTE students, faculty, staff and programs. Despite the many challenges we faced this past year, our CTE programs continue to be some of the best in country. Much of the new industry standard technology we can offer to our students to train them and prepare them for a career, has been made available to us through the Perkins grant funds. While the College is so fortunate to have funds provided by Perkins grant, it takes many hands to put the funds to work in our CTE programs.</p> <p>From working directly with our programs and chairs to create a plan to entering requisitions to accounting – this team does it all. The efforts of this team reflect a service excellence commitment to the College’s Mission, Vision, Values and support student success.</p> |

| Team  | Nomination Submission Text   |
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| <p data-bbox="191 280 478 345">Culinary/Hospitality/Inn at the Water's Edge</p> <p data-bbox="191 378 478 508">Andrew Waszak<br/>Teresa Polizzi<br/>Josh Washington<br/>Terry Baranaowski</p> | <p data-bbox="478 280 1904 345">Andrew Waszak, Teresa Polizzi, Joshua Washington, and Terry Baranowski who come from both the culinary and Inn sides of the CHC and Terry were instrumental in the success of all hybrid/Lab courses that were offered in the CHC this past year.</p> <p data-bbox="478 378 1904 443">With Covid restrictions in place, they organized all culinary and baking supplies for students on a daily basis, making it possible for students to participate in their lab classes virtually and continue their learning goals while not being on campus.</p> <p data-bbox="478 475 1904 573">As Wheat Cafe opened up for curbside service, they created and maintained a process that organized all orders for guests and delivered curbside so that our guests still could enjoy student product and ensuring that students in our 1103 classes could continue the forward momentum of their learning.</p> <p data-bbox="478 605 1904 670">Additionally, one of the fabulous four would ensure all kitchens/bakeshops had all necessary sanitizing materials and supplies for classes to run smoothly and safely.</p> <p data-bbox="478 703 1904 800">Not only do they exemplify COD's core values, but their service to the school, our students and coworkers has been a remarkable testament to their service excellence. They never said no. They thought on their feet and contributed a large part of our ability to make lab classes run this year.</p> |

| Team   | Nomination Submission Text  |
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| <p>Horticulture Team</p> <p>Amy Hull<br/>Marty Bartz<br/>Frank Balestri<br/>Brian Clement<br/>Kris Fay</p> | <p>The team that I am nominating is the Horticulture Team within Business &amp; Applied Technology. This team has been coming to campus throughout a pandemic to keep the area maintained and in good shape. They fulfill their obligations with accountability and excel in their efforts.</p> <p>Specifically, when the pandemic hit, I, as Outdoor Lab/Prairie Manager in Biology, am tasked with managing forty acres of the natural area by myself with the occasional help of students. There are times when I need equipment or assistance. Each time I go to Amy, Frank, Brian, Marty, or Kris, they help me with open arms and contribute to the benefit of the college as a whole and not just their narrow mandate and division.</p> <p>Not only that, but the Horticulture team has always communicated effectively with me and has always shown the highest character and ethical behavior. As the natural areas are adjacent to the areas of campus that Horticulture maintains, effective communication is necessary. They have been truthful and trustworthy in including me in conversations that may impact the natural areas.</p> <p>Students, employees, and the community consistently benefit from the work that the Horticulture department undertakes. Whether it is keeping the plants, shrubs, and grass beautiful, plants growing in the greenhouse, or taking on partnerships and initiatives, they are an integral part of the campus operation.</p> <p>Students can bask in beauty as they walk to and from class. This beauty creates an environment where students like to spend more time outdoors, which has positively benefited student success. Also, the community utilizes the Horticulture to walk and otherwise pass through. The Horticulture department represents the core values, service excellence, and exceptional performance that embodies COD. They stepped up for Frida and went above and beyond in their efforts.</p> |

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| <p>Conference and Event Services</p> <p>Eric Schultz<br/>Bonny Kuhnen<br/>Sandra Carbon-Sheldon<br/>Jennifer Charles<br/>Joe Llereza<br/>Josh Kalbow<br/>Danielle Wiseman</p> | <p>After the closure of the College due to the COVID-19 pandemic, it was decided to allow students who did not complete their Spring 2020 lab classes to return to campus. As a significant component of the safety protocols that were put in place, it was determined that screeners would be stationed at doors throughout the campus to take temperatures and ask CDC-recommended screening questions to all students and employees entering College facilities. The task of hiring, training, scheduling, and supervising more than 40 part-time Screeners was assigned to Conference &amp; Event Services (CES) Manager, Eric Schultz, and his full time staff, based not only on the fact that no events were taking place on campus, but also on their excellent skills and experience in managing large events, detail orientation, and focus on customer service. Eric worked closely with HR to develop the Screener job description, post and hire 42 part-time Screeners, and develop and facilitate appropriate training within a very short window of time. Eric also worked with Research &amp; Analytics to obtain weekly enrollment reports to develop the screening schedule for each term based on class enrollments.</p> <p>The CES team enthusiastically took on the challenge of playing a significant role in keeping our students, staff and faculty safe and healthy for more than a year and worked tirelessly to ensure protocols were maintained. This team worked long days, often beginning at 5:30 a.m. and ending at 8:00 p.m., to set-up equipment each morning and take down and secure the equipment each night. Daily they walked the campus to check in on the Screeners and to handle any issues that arose. At times, this was a very thankless job, as some of those being screened did not appreciate the repetitiousness of the daily temperature check and questions. The staff handled such incidents in a professional, respectful manner, explaining the protocols so there was full understanding of the protocols and reasons behind them. Students often had specific questions that required specific departmental staff to address; Eric and his staff took the initiative to request information and resource listings from such departments so they could better serve these students by providing as much information as appropriate. Protocols changed as the CDC revised their guidance, and Eric and his team developed a communication network with the Screeners to ensure the entire screening staff were aware of, and trained on, the revised protocols for immediate implementation. This allowed the staff to continue to provide exceptional service to each individual who entered our facilities.</p> <p>The exceptional performance of this team was a primary contributor to our campus experiencing no outbreaks of COVID-19. While the performance of the Screeners was excellent, and I would like to include all of them in this nomination, the initiative, professionalism, and customer focus of the CES team was beyond what anyone could have expected. Some members of the College community had to pivot in how they did their jobs or in the tasks they performed, but this team took on an entirely new responsibility, and handled it in a stellar manner. The CES team deserves to be recognized for their significant and successful impact in keeping our College community safe and healthy.</p> |

| Team  | Nomination Submission Text  |
|---|---|
| <p>Registration Staff</p> <p>Mary Brew<br/> Tina Brackmann<br/> Kim Cajthaml<br/> Michelle Cao<br/> Tiffany Crosby<br/> Jamie Dudzik<br/> Jean Giedraitis<br/> Joseph Latoria,<br/> Luisa Maka<br/> Susan Reed<br/> Dorothy Tapert<br/> Brad Phillips<br/> Carol Bojczuk<br/> Hiren Sodha<br/> Trisha Pogorzelski<br/> Christina Page,<br/> Jessica Sosnowski<br/> Kris Garay<br/> Priscila Linares<br/> Bonnie Parkman<br/> Lori Deckert<br/> Abby Contreras<br/> Sarah Lemrise<br/> Lynn Dudzik<br/> Elise Benassi<br/> Marlene Nieto<br/> Maureen Mitacek<br/> Valerie Reniche</p> | <p>The Registration Staff team has accomplished several goals in the last year in dedication to the students, staff, faculty and community of College of DuPage displaying exceptional performance and increased service excellence. The team accomplished a new class permit request process for all permits in myACCESS, streamlining the request and approval process for students and faculty, alleviating barriers to enrollment. The streamlined process allows for students to request any type of permit needed through myACCESS, which has helped when working remotely, as paper permits were eliminated. Secondary to the permit update was increasing the type of restrictions students are made aware of in myACCESS on their profile. It has been shown that students are taking better accountability for their record by having this information on hand, and are better able to resolve the restrictive hold, clearing them to register. This is another example of an improvement to eliminate barriers to enrollment.</p> <p>In addition to the permit process and restrictive hold information update, the team completed an update project for all forms in Registration and converted each to a webform all in one place (Online Forms on cod.edu/registration and Student Forms in myACCESS). This measure simplified the process ensuring ease of request and increased data management - examples are: Late Withdrawal Appeal, Tuition Appeal, Medical Appeal, Audit Request Form, Cooperative Agreement, After-Midterm Late Registration Request.</p> <p>Throughout the work from home period from March 2020 to March 2021, the staff of Registration Services have exemplified what teamwork and service excellence mean to the College. The team pulled together quickly and adapted to the new working situation immediately, gathering details of processes for SOP (Standard Operating Procedures) for each function of the department. The SOP's are the steps for each function, and include a backup staff member in order to ensure the level of customer service expected remains unaffected. Because a remote-working situation was new, a schedule was created on day one of the work from home period, assigning staff to 3 areas of student service: Voicemail Tracking (logging each call on a google sheet), Calls back to students, and answering emails. Once the new phone system was implemented for at-home access, and a new Chat system in place, these 2 other areas were added to the Daily Shift Schedule. By scheduling staff each hour to a service area, all communication to and from students was handled completely on the first day of remote work to the current date.</p> <p>A Registration Remote Guide was developed and created in a Google doc format, so all staff had current details of changed processes across the college at hand. The Registration office is a busy, and fast-moving environment, in which clear and accurate information must be relayed in every interaction. Many times, Registration is the first point of contact for a student reaching out to the college, and information surrounding Testing, Counseling &amp; Advising, Records, Access &amp; Accommodations, Financial Aid questions are posed. In the remote working period, changes to all processes in these areas were logged, and by gathering changes to processes for each term and compiling in a continuously-updated document, this guaranteed all current data could be relayed to students, staff, or community members. The team went on to share this comprehensive document with other student-facing offices, ensuring consistency of information for all. After completing a webpage update for "Online Registration Information", this project outlines all steps to using myACCESS and Student Planning.</p> |

The project led to the creating of an "SS ONE" document, which details all offices and their respective functions. The SS ONE document was used for student information for the new athlete recruit tours (March to May 2021) and is now a handout for all students returnign to campus beginning June 2021. The team's dedication to serving students and continuing to support in a manner that was seamless and provided top-level customer service to every student.

Additional teamwork included participating in the Enroll@COD Live virtual sessions, Welcome Tables in Spring and Fall, and New Athlete Recruit Campus Tours. Enrollment Support Center outbound campaign calls were supported by the Center and Field Studies staff and continued to reach out to students to limit drop for non-payment and waitlist classes, as well as students who have completed the application and not registered, or ready to test for registration. The SLC president relayed appreciation on behalf of the students for the positive and professional outreach to support student needs.

This work continues today, and the members of Registration (now nicknamed The REC-ing Crew) have all equally and unequivocally dedicated their drive and creativity to continue meeting and exceeding the service excellence for COD students during the time period of exceptional change and challenge in a student's personal life. With the support of the Enrollment Support Center staff, and the underutilized Center staff from Naperville, Westmont, Carol Stream, and Addison, all staff ensured every interaction was one that was positive and in support of the student's unique and individual needs. In turn, they grew and expanded their own knowledge to continue to support Registration Services when they return to their jobs. I am exceptionally proud to lead this team, and are grateful for their expertise, dedication, skill and teamwork in support of COD students, faculty, staff and community in service excellence and displaying exceptional performance of their job duties.

| Team  | Nomination Submission Text  |
|---|---|
| <p>Library Grab &amp; Go Team</p> <p>Becky Brown<br/>           Joe Ascenzo<br/>           Jacob Comstock<br/>           Katarzyna Daniel<br/>           Amy Falkenberg<br/>           Adrienne Golbeck<br/>           Denise Kozik<br/>           Anna Miranda<br/>           Marcella Nowak<br/>           May Ramirez<br/>           Lynette Trautwein<br/>           Penny Wilson</p> | <p>I am nominating the on-campus COD Library Grab &amp; Go Team for the I AM COD Team award. The team fulfilled core COD Library values of getting information to our patrons, readying library materials such as books, papers, and other items for library users with contactless pickup and providing scans of print library items where appropriate. This work made a huge difference in our students' lives, from providing the first chapter of a textbook, so that they could do coursework while waiting on a textbook shipped from the bookstore, to allowing our users access to more than a quarter of a million print items that we've purchased. Their turnaround times were quick, and they somehow always found a way to expedite their work when notified that a student had an urgent need.</p> <p>In addition to performing their work with typical professionalism, kindness, and efficiency, the Grab &amp; Go Team served as the human face of the campus for the students, faculty, and staff of the COD community while the campus was mainly closed due to COVID. One Grab &amp; Go worker commented:</p> <p>"An example of how I have shown excellence in patron service this review period has been helping a student who was late to a GED test find the correct location when they were crying. Another student did not know how to pick up their fuel pantry order on a Saturday and they were late. Even public safety did not know where the fuel pantry drive-up was. I was able to find the location successfully and the patron was grateful. There was one patron that did not have an email address or internet, so they were unable to request materials. I was able to request the materials for them and made sure that someone gave them a call once their items were ready. "</p> <p>The Grab &amp; Go Team also helped other COD departments with limited access to campus to fulfil goals, including:</p> <ul style="list-style-type: none"> <li>• Processing and distributing CARES Act laptops and hotspots and COD Foundation laptops to students in need, and COD technology to faculty and staff who needed it to do their jobs.</li> <li>• Providing a safe pickup and drop off location for physical items students needed in order to succeed in their courses, including (but not limited to): special carts that allowed students to complete physics labs at home, tablets for graphic design students, clothing construction packages for fashion design students, specialty computers for a number of COD courses, and even lab manuals for computer forensics courses.</li> <li>• Collecting and distributing Center for Access and Accommodations equipment.</li> <li>• Providing a contactless space for the COD community to access campus publications like the Prairie Light Review.</li> <li>• Finally, at the direction of the Provost in late Spring 2021, this group also moved to allow a limited number of students into the library, so that they could study in between COD courses. As always, they handled this with aplomb.</li> </ul> <p>I do not in any way mean to diminish the work so many of us did over the past year to learn new virtual tools, to reach students, and to function effectively in online spaces. I do, however, wish to acknowledge that one reason that we succeeded so well and so often as a campus over the past year was due to the hard work of those who did come to campus and work in person with students when necessary, and that the Grab &amp; Go team is a stellar example of this. They deserve campus recognition and this award.</p> |

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| <p>Library</p> <p>Katie Brose<br/>Stefanie Falco<br/>Sally Grenzow<br/>Terri Hill<br/>Matthew Johnson<br/>Angela Jordan<br/>Suzanne Olson<br/>Dale Rasmussen<br/>Becky Reece</p> | <p>As a member of this Reference Assistant group, I have been impressed with how the Team manages to continue to offer good service to anyone who asks a question remotely. We would prefer to work with people face to face but that is not an option presently. This Team deserves to be recognized for their initiative and service in order to keep College of DuPage a quality community college.</p> <p>The Team of Reference Assistants has been functioning in the Library for many years. Their aim is to answer any and all questions for students, faculty, staff and district residents. For students, these questions usually include help for research papers and speeches. Students are coached in using databases and the internet and finding items like books and audio visual material. Faculty and staff also have questions about Library holdings and those are answered as quickly as possible for ongoing classes and projects. District residents inquire about the Library holdings and are given the same good service that the other three groups receive.</p> <p>Any time that the Library is open, Monday through Friday 7:30am-10:00pm and also 6-8 hours during the weekends, the Team of Reference Assistants actively answer phone calls, emails and chats. During the pandemic year of 2020 all of these services continued despite no one being on the campus. Each Team member had to learn to use their personal equipment, including computers &amp; phones, in order to answer questions that were asked. In addition, a new Library catalog and a new system for handling email and chat was put in place during the pandemic. There was no in-person training so the Team was challenged with learning new procedures and figuring out how to do their job remotely. The supervisor of the Team was very helpful when numerous questions came up and graciously answered email and phone questions when they occurred.</p> |

| Team  | Nomination Submission Text   |
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| <p>Equity and Access Committee</p> <p>Tauya Forst<br/>Anthony Ramos<br/>Cheryl Baunbach-Caplan<br/>David Goldberg<br/>Jim Kostecki<br/>Tamara McClain<br/>Elena McNab<br/>Nathania Montes<br/>Michelle Olson-Rzeminski<br/>Shannon Toler<br/>Tara Leszczewicz<br/>David Swope<br/>Kimberly Brown<br/>Jennifer Cumpston<br/>Saraliz Jimenez<br/>Rebecca Rivers<br/>Judy Coates<br/>Jennifer Kelley<br/>Faon Grandinetti<br/>Lori Klose<br/>Jennifer Propp<br/>Stephanie Quirk<br/>Sonia Watson<br/>Jacinta Yanders<br/>Ivette Ortiz<br/>Jill Salas<br/>Jennifer Stewart<br/>Diana Christopher<br/>Elizabeth Gomez de la Casa</p> | <p>With student success as our top priority and equity as an institutional value, College of DuPage recognizes that we can do more to support our students, so we joined the Partnership for College Completion’s Illinois Equity in Attainment Initiative in Spring of 2020 and submitted a comprehensive Equity Plan. Using key strategies based on best practices and data-informed recommendations, the Equity and Access Team is working tirelessly to eliminate equity gaps for Black, Latinx, and under-resourced students by the year 2025. Not only is the work of implementing the strategies a challenge, but it is also difficult to learn and discuss topics seen as barriers to student success and belonging such as racism, microaggressions, discrimination, lack of access to resources, and basic needs. Despite being inundated with several high priorities in their primary roles, members of this team still make time to meet regularly and work toward achieving the goals in the Equity Plan. Each member has been a phenomenal equity-minded advocate for our students.</p> <p>The Equity and Access Team itself is a diverse group of nearly 40 employees (administrators, managers, staff, and faculty) dedicated to employing strategies and practices that will increase the completion rates for our Black, Latinx, and under-resourced students. In order to facilitate the work outlined in the Equity Plan, a faculty member serves as chair and guides and supports the work of four subteams, each focused on a different strategy: Recruitment and Hiring Practices Through an Equity Lens; Establishment of a Multicultural Center; Equity-based Professional Development for Staff, Faculty, and Students; and Financial Access and Success for Students. Since March of 2020, in a span of only 15 months, and throughout a global pandemic, the subteams have made significant achievements, and while it’s tempting to list all of them, here are a few highlights that speak to their courageous work:</p> <p><b>RECRUITMENT AND HIRING PRACTICES THROUGH AN EQUITY LENS SUBTEAM</b></p> <p>This subteam is charged with researching, recommending, and supporting inclusive programs, policies, procedures, and recruitment tactics that will increase the retention and success of employees who are more representative of our student population. The subteam has: 1) gathered and analyzed data related to employee demographics 2) reviewed available department and turnover data 3) assembled a comprehensive list of organizational sites for faculty recruiting purposes 4) monitored diverse employee retention and departure data 5) recommended a diversity-related statement on Human Resources’ application page, and 6) engaged in implicit and unconscious bias exercises and discussions.</p> <p><b>MULTICULTURAL CENTER SUBTEAM</b></p> <p>This subteam is charged with drafting a proposal for a consolidated, comprehensive multicultural center. The subteam has: 1) researched best practices on multicultural programming 2) met with institutions who have institutionalized DEI-related work and have dedicated spaces for multicultural programming, cultural heritage events, inclusive programming, and peer mentoring 3) reviewed demographic and programming data to inform institutional needs 4) established an exhaustive literature review of scholarship on multicultural centers and student development &amp; engagement theories 4) presented to Pathways Executive Council and Shared Governance Council for stakeholder feedback and 5) submitted a proposal for a multicultural center and presented to the Board of Trustees.</p> |

Jonathan Powell  
Carina Santoyo  
Eric Seidelman

**PROFESSIONAL DEVELOPMENT FOR FACULTY, STAFF, AND STUDENTS SUBTEAM**

This subteam is charged with facilitating, reviewing, and recommending professional development opportunities on inclusion, diversity, equity, and access-related (IDEA) topics. The subteam has: 1) facilitated book discussions for the Equity and Access Team on From Equity Walk to Equity Talk and Race Talk and the Conspiracy of Silence 2) supported equity-related discussions for the President’s team of administrators, and 3) partnered with COD’s Anti-racist Action Initiative (CODARAI) to facilitate the 21 Day Equity Challenge, an all-college experience consisting of practices and readings culminating with debriefs and discussions of topics like history of race and racism, microaggressions, media & race, and action & allyship.

**FINANCIAL ACCESS AND SUCCESS SUBTEAM**

This subteam is charged with improving students’ access to financial aid and resources and developing programming related to students’ financial health and well-being. The subteam has: 1) developed a partnership with Magnetar Capital Foundation to support financial wellness and planning for prospective and current COD students 2) drafted a plan to provide financial programming for students at different points of their journey through college and 3) developed a template for a financial plan to complement a student’s educational plan.

I’d be remiss if I only spoke of the team’s laser-focus on the strategies in our Equity Plan. This work could have been performed as a committee, council, task force, or working group, but it truly is a team in every sense of the word. Colleagues support one another, check-in with each other, and praise one another. It is humbling to have such a cohesive group of individuals across employee groups work collaboratively and passionately toward a goal. They work with intention because they believe in the work. I would love for this team to receive this award because in education, we don’t celebrate our successes as much as we should, and I believe this team can sustain further momentum toward our goals with formal, institutional acknowledgment of our accomplishments. Equity is not only one of our institutional values at COD, but it is the mission of the community college.

Thank you for your consideration.

Jill Salas, Assistant Professor of Developmental English