Opportunities In Professional and Organizational Development With Dr. Lisa Rodriguez Episode 171

00:00:00 **Lisa**

So, set a learning goal for yourself. Set a plan to learn in small increments because our work here at Mt. SAC is very intensive, and those of us who work here know that in a workday, it feels like a week sometimes. And so, learning kind of gets pushed off to the side.

00:00:14 **Lisa**

But set an intention for yourself. Pick one thing that you'd like to learn maybe that month or that year, and find ways to help yourself learn, or in contact POD, we can point you to the greatest resources. I really am proud of the resources that we have at Mt. SAC.

00:00:31 **Christina**

Hi, I'm Christina Barsi.

00:00:32 **Sun**

And I'm Sun Ezzell. And you're listening to the Magic Montie podcast.

00:00:36 **Christina**

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.

00:00:53 **Sun**

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

00:00:57 **Speaker 1**

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

00:01:02 **Speaker 2**

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

00:01:08 **Sun**

From transforming part-time into full-time.

00:01:11 **Speaker 1**

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

00:01:17 **Christina**

Or just finding time to soak in the campus.

00:01:20 **Speaker 1**

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

00:01:23 **Christina**

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.

00:01:34 **Sun**

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

00:01:39 **Christina**

And this is the Magic Mountie Podcast. Today, we welcome Dr. Lisa Rodriguez, Acting Director of Professional and Organizational Development, and Project Lead of Mt. SAC's Title V Grant to the podcast.

00:01:55 **Christina**

Our host, Sun Ezzell, insightfully digs into Lisa's experiences that led her to her positions and her mindful, inclusive, and growth-centered approach to her work. You'll also learn what events and program opportunities you have to look forward to this year from the Professional and Organizational Development Department, also known as POD, and how you might get involved. Enjoy!

00:02:21 **Sun**

Welcome back to the podcast. This is your host, Sun Ezzell, and I'm so happy to be in conversation today with Dr. Lisa Rodriguez, Acting Director of Professional and Organizational Development and Project Lead of Mt. SAC's, Title V Grant, welcome to the podcast.

00:02:36 **Lisa**

Thank you, Sun. Thank you for having me.

00:02:38 **Sun**

It's such a treat to get to talk with you today. And I was wondering before we jump into talking about professional development, if you might just share a little bit about your journey that led to your career at Mt. SAC.

00:02:49 **Lisa**

Sure, Sun. Thank you. I appreciate the opportunity to reflect on that because I think we bring our strengths throughout our career and our learning to our jobs.

00:02:58 **Lisa**

So, I grew up in the nonprofit sector. Basically, my mother was a coordinator for the Urban League, which had a Mt. SAC connection. So, I kind of grew up knowing about Mt. SAC and Pamona. My mother was a program specialist for job training programs that had a connection to Mt. SAC.

00:03:14 **Lisa**

So, following in her footsteps in 2000, I co-founded a nonprofit called the Women's Multimedia Center that served Pomona, Montclair, Claremont. And we served women who were recently paroled or serving a sentence in a drug treatment facility. And we worked on skills development for the women and girls associated with these programs around digital storytelling, technology, and art.

00:03:38 **Lisa**

So, this really sparked my love of teaching. I didn't know I was going to go into teaching, but it was so exciting to be involved in that nonprofit that I came to Mt. SAC just to visit and learn about what was offered. And my first department I visited was the Learning Assistant Center, and I was hired to teach study techniques in 2001 and I was hooked.

00:03:57 **Lisa**

So, I taught that and writing skills for about five years. And then I headed over to a university, a local university where I directed a faculty development center called the Center for Teaching and Learning, and I got the professional development bug. So, I came back to Mt. SAC the soonest I could in 2013 and I headed up a Federal Title V Grant aimed at student success and CTE programs.

00:04:20 **Sun**

You bring such a wealth of experience and enthusiasm, and I have like 5,000 questions I want to ask just on what you shared about your journey so far. You also bring such a mindful, inclusive growth mindset to your approach. Can you share how that helps with the projects that you're working on?

00:04:38 **Lisa**

Sure. Well, right now, in my current role, I wear two hats. I'm the Acting Director of Professional and Organizational Development, which is a department under the HR division, but I also oversee the Title V Federal Grant, creating an equity-minded Campus culture to improve student outcomes where I work closely with Instruction.

00:04:56 **Lisa**

So, I've employed a lot of things that I've either taught or learned from others over the years. And the growth mindset really comes from a personal sense of resilience and finding that I do best when I learn lessons through reflection.

00:05:10 **Lisa**

So, when I was teaching, I would keep a diary and reflect on what went really well that semester and what didn't go so well, and what I could do to improve to make sure that my students were succeeding in my classes. So, for my 10 years of teaching, I really got interested in self-reflection and self-improvement, and I became sort of a follower of Don Miguel Ruiz's Toltech Wisdom and the book The Four Agreements.

00:05:35 **Lisa**

I think those are really great foundations and pillars for personal growth. And then the mindfulness is kind of new to me. I just in the last few years really began to understand what mindfulness is. So, one of the practices in my management toolkit I use is that I stop when projects are happening simultaneously or at different paces and it can kind of feel chaotic.

00:05:56 **Lisa**

I use that stop in the moment and really just focus on one thing, and that helps keep me organized and grounded and aware of how I'm showing up and whether or not I'm providing whoever it is I'm working with, with the best part of me.

00:06:10 **Lisa**

So, that mindfulness is really just a self-check and to keep from becoming overwhelmed because people in my profession tend to say yes a lot, and take on a lot of service-oriented projects. So, I have to practice mindfulness as a part of self-care.

00:06:25 **Lisa**

I'm also certified by UCLA's, Employee Counseling Center, Dr. Jorge Cherbosque, in emotional intelligence and diversity. And a lot of those domains revolve around self-governance and social architecting, and intercultural communication.

00:06:38 **Lisa**

So, I think that that strengthened my toolkit for providing service to our employees at our campus. And these tools are really key in so far as more the personal kind of mental and emotional approach to work. But tangibly, and practically, I also use Smartsheets and I chart all of my projects and keep an eye on the scope and the deliverables at all time.

00:07:02 **Lisa**

So, one of the things I can do with Smartsheets is share my projects and their progress with stakeholders who need to know where I am in deliverables and in measuring outcomes. So, I'm very inclusive, I want to hear more input and find out who's doing things in slightly or very different ways than me so that I can adopt those success tools as well.

00:07:24 **Lisa**

So, to that end, I realized a lot of us academics, a lot of people who've spent a lot of time in the classroom or come into a department and really absorb that department, don't talk to people outside of the department. So, I started teaching project management and bringing in guest speakers to see how it's done in facilities, and how it's done in instruction or in human resources. And that has strengthened me as well.

00:07:46 **Lisa**

So, I took a certificate in project management from Caltech Center for Technology and Management Education. It was an 80-hour certificate. And I have to say that it really challenged me to have a mindset towards successful project management where I never really thought of it as a practice like teaching.

00:08:03 **Lisa**

So, it strengthened how I do my job and I learned a lot about project management and fostering really robust professional development from my former director, Leanne Greenlee. I give her so much credit and being open to opportunities for all of her staff, including me, to go do these things and bring them back to improve Mt. SAC.

00:08:23 **Sun**

As you were sharing, I was just thinking how many of the approaches that you mentioned: mindfulness and reflection are things that we try to build into our own work with students in the classroom. And just that there's a lot of power, I think, in adopting those practices ourselves and using them in our lives as we learn and grow.

00:08:40 **Lisa**

And I just hear when you share about your journey and your approach, so much love of yourself as a lifelong learner, and that's really exciting to hear. I was wondering, what are some of the things that you do that kind of sustain you as you continue to learn and grow?

00:08:55 **Lisa**

Well, I have a mentor who's a retired dean of humanities. And as I learn new things, and he suggests maybe new books or new practices and approaches, I try them out. And then I set meetings with him purposely, intentionally, about once a month. And I will take a problem where I would've reacted to it from almost a knee-jerk reaction way, and I will let him know how I've employed some of the tools and whether it worked out or not, whether it really landed on someone else to affect a change or impact them.

00:09:28 **Lisa**

And from what I hear, people recognize my love of learning and my joy of learning. And I've learned to embrace the mistakes too. And I know the California faculty Senate is looking at this cultural humility model, and I too, think that others will join in with you in your love of learning and join the team, and be part of the progress towards improvement, whether it be the institution or the individual or the team if they know that you're genuinely vulnerable and able to recognize your own mistakes and move past them.

00:10:02 **Lisa**

So, that's something I'm working on right now with my mentor. One of the things he reminds me is Stephen Covey's quote, which is "The quality of life happens in the gap between stimulus and response." So, I mind that gap, like I look at that gap and I wonder, could I have reacted better? Could I have set more boundaries?

00:10:19 **Lisa**

Or maybe if it wasn't me, who was the expert who could have done best in that role, bring the person there. Because keeping focus on the end result is also really important. And that little thing that I just mentioned about pulling in others, that requires you to then minimize your ego and your investment in how you look for having accomplished that.

00:10:38 **Lisa**

That, I think is really the team spirit there. And that's something that I work on because we get in a competitive environment, work environment, which is everywhere. Sometimes we get a little focused on how we look in regards to the work we do, and we need to put the work and the others first as we approach that work.

00:10:55 **Sun**

I really appreciate that approach so much.

00:10:57 **Lisa**

It just goes with the mindset, I think you have to come with a working philosophy, and try on that philosophy and see if it fits. And I've tried on several, but a lot of it has stemmed from the lessons I learned in the classroom.

00:11:07 **Sun**

When that's your approach, I think it's very warm and welcoming and creates a space for other folks to do the same. And I think that's a really lovely community to learn and work together. And so, thank you for that.

00:11:21 **Sun**

I was wondering if you might share also a little bit more about your new role as Acting Director of Professional and Organizational Development. Maybe just for folks who don't know about POD, and all the opportunities that are available for us to learn and grow in our professions, could you tell us a little more about what is POD?

00:11:40 **Lisa**

Absolutely. We're called POD affectionately, and we're Professional and Organizational Development. And what we're really focused on is employee engagement, helping employees help themselves grow, and be part of a lifelong learning community at Mt. SAC as an employee.

00:11:55 **Lisa**

And Mt. SAC has a reputation for being a destination employer, meaning people come here and they stay. So, we want to make sure that we're providing employees with sort of a longitudinal approach and help them create growth plans.

00:12:08 **Lisa**

And we do that in sort of finite ways and then in long-term ways. And so, POD's not just a cornucopia of workshop offerings. POD is really designed around by the institution intentionally, nine learning pillars, which are reflected in our professional development plan.

00:12:25 **Lisa**

So, Mt. SAC has a strategic plan where their goal for tasks the college to expand professional development. So, as we look in terms of sustaining reform efforts focused on student success, Mt. SAC really wants to ensure all its employees are prepared and motivated to survive and thrive in this changing academic climate.

00:12:45 **Lisa**

And we really saw this change in the last two years. This pandemic has upended everything we thought we knew about teaching and learning and working. And so, now, POD, I think has taken on such a vital role for community college employees. And I'm not going to mince words, Mt. SAC's POD is highly esteemed in the Foothill community colleges, if not the California Community colleges.

00:13:07 **Lisa**

We are one of the few departments with a staff of seven professionals, and our POD staff are seasoned. They are themselves learning and growing and getting their education, expanding, their knowledge base, and they have this really heart-centered and service-centered mindset in POD that keeps the campus's mission to heart in their day-to-day work.

00:13:28 **Lisa**

So, it's a dynamic department. When people work with a POD staff person, the feedback I get is, "Wow, I teach over at X College, I wish we had a blank at our college."

00:13:38 **Lisa**

POD itself as a department prides itself on supporting each other. And our motto is really, we support all employees so they can support our students. We know our role is to uplift. We know our role is to be excited and even if not excited, then walk a path with people who are struggling.

00:13:57 **Lisa**

And right now, we're seeing a lot of need around mental health and wellness. And so, POD is very much in the business now. We have the employee counseling center under POD, and they provide services short-term and long-term counseling for Mt. SAC employees. And very few community college campuses have that as a resource onsite. And that is part of our HR program too.

00:14:19 **Lisa**

So, I have incredible respect for both the training aspects and then the long-term employee growth opportunities that are really moving from skill development to personal development and interest.

00:14:31 **Lisa**

70% of people leave the workforce because either they don't get along with their manager or their work is disinteresting, they're losing interest in their work.

00:14:38 **Lisa**

So, what we do in POD as a functional department, is we take the lead from four major groups on campus: Professional Development Council, which is a governance council, and they set the stage for the budget and all of the learning opportunities.

00:14:52 **Lisa**

And they are made up of the subgroups around professional development. So, you have the Management Professional Development Committee, the Faculty Professional Development Council, and the Classified Professional Development Council, lovingly known as MPDC, FPDC, and CPDC. And each of those groups, chart their constituent groups focus for professional development each year.

00:15:15 **Lisa**

So, I did a little data review, a three-year sweep of data towards accreditation for our college. And I looked at just the massive amount of work we've done over the last three years. A lot of this under Leanne Greenlee's leadership and some of it under mine. And we supported a total offering of 2,707 professional learning sessions completed by 37,457 employees. And of course, that's duplicate headcount, that's a lot of session completions.

00:15:45 **Sun**

Wow, I'm astonished. That's incredible.

00:15:49 **Lisa**

Yeah. So, we provide support from an on-campus perspective where we show up and we do the work with the facilitators to ensure that their session goes smoothly and that they can show up and be their best selves, and we provide all of that backend support.

00:16:04 **Lisa**

And even after the fact, we help design surveys that will get to assess the outcomes of what that facilitator wanted to do. And then we also are in the business of helping provide online support. So, whether that's a Zoom meeting or a webinar, we work closely with event services and they are amazing, and they have helped our department really show up for the college community over the last two years.

00:16:25 **Lisa**

So, we don't work alone, it's not just POD doing this work. We work in conjunction with all the other departments that support professional learning and care about employee growth.

00:16:34 **Sun**

And I'm so glad that you mentioned just how much has gone into supporting students and each other in the last couple of years because that's been a heavy lift. It's been fulfilling. And also, it's been a heavy lift for folks I know. So, thank you to you and to all of the amazing staff in POD.

00:16:51 **Lisa**

Well, I left out the Faculty Center for Learning Technology. The FCLT was a major player in doing that support for faculty for sure. So, we really locked arms with FCLT during the shutdown so that we could ensure our faculty were supported.

00:17:07 **Sun**

Well, I know I'm not the only one who is eternally grateful. I've been teaching at Mt. SAC for more than 20 years and I felt like a brand new teacher learning to teach through the pandemic, and I know I'm not the only one. So, thank you.

00:17:19 **Sun**

There's a lot happening, which you've alluded to. I was wondering maybe if you could share a little bit about some of the opportunities that are coming up that folks might be interested in.

00:17:30 **Lisa**

Absolutely. And there is so much that it gets me so excited. I hope to kind of center myself for a second here and say that most opportunities are open to everyone, but some opportunities based on either funding source or learning outcomes and purposes, are scheduled just for an employee classification group, faculty classified confidential, or managers.

00:17:51 **Lisa**

And when people are on the POD calendar, they can see if a session is tailored just for one group. And sometimes, they won't even see it if it's just specifically for a group, it won't even show up except if you are that employee group when you're signed on.

00:18:05 **Lisa**

So, we encourage people sign up anyway. Get involved, and we'll let you know. But what I want to highlight here is one of the biggest faculty supports coming this spring is it's a 12-hour series offered over two separate days called Training from the Back of the Room by Emily Versace.

00:18:20 **Lisa**

And as I thought about the important work of supporting our faculty to support our students' success, this Training from the Back of the Room is really key because I went through a master's in PhD program with no formal andragogical or adult learning theory training whatsoever.

00:18:34 **Lisa**

So, I wasn't ready to step into a community college classroom. I don't know about other faculty now, but I hear from faculty who have gone through Emily Versace's Training From the Back of the Room, that they really got hands-on activities where they used current and contemporary learner center, brain-based teaching or cognitive neuroscience really, to engage in effective instruction.

00:18:56 **Lisa**

And that takes a huge weight off of faculty shoulders when they're relying on that key brain science to ensure that their students are learning.

00:19:04 **Lisa**

So, that I want to highlight is coming up in February 13th and 14th, and that's on the POD calendar. Tomorrow, and it will be passed now will be a panel on anti-Semitism that I have organized with Dr. Jill Gold Wright, Jill Dolan, Dr. Sandra Esslinger, and Chrissy Herzog-Kabisch from Mental Health Services for Students.

00:19:24 **Lisa**

And we're looking at the rise of anti-Semitism on campus towards the end of offering a session that will be broadcast via webinar in April during Passover, on how we can fight anti-Semitism, and how it is the oldest hatred and leads to much of the behaviors of hate crimes and discrimination. So, that's happening tomorrow.

00:19:44 **Lisa**

We have Sunrise series with Dr. Oli Mohammadi, brave enough to start a series at 6:30 in the morning, and that's going on in February as well, talking about equity and music education. And we have coming up from our faculty learning coordinator, Rita Page, something called the One Book One Campus Initiative.

00:20:02 **Lisa**

And this year, last fall, the author of Illegally Yours came to campus through the Equity Center, Raphael Augustine. Partnered with the equity Center and they did a big kickoff of the One Book One Campus Initiative.

00:20:14 **Lisa**

And then Rita Page, a faculty in history will be leading discussion groups this coming spring. We're really excited about that. And then we will launch again our AQ partnership called ITEL (Inclusive Teaching for Equitable Learning). And that's a 10-week, 20-hour asynchronous series with some synchronous discussions with Dr. Mica Stewart, our Title V faculty Certification Coordinator.

00:20:37 **Lisa**

And that is open only to faculty. And so, this year we're expanding it for staff. AQ is now offering, fostering a culture of belonging, and that's aimed at classified in managers. And we'll be opening up 33 seats in March. So, look for that announcement. We will also launch Dr. Regina Standback Stroud, Equity Literacy and Learning Academy.

00:20:58 **Lisa**

That too, will be a Zoom or a virtual series lasting 10 months. And it will focus on becoming equity leaders wherever you are and the work you're doing on campus - strengthening your committee work, strengthening whether you're a department chair or you are on a classified leadership group, really looking at what inclusiveness and anti-racism looks like in a college campus towards moving past that equity-minded notion. And into equity accountability to ensure that everyone has a chance to learn and grow with our institution.

00:21:30 **Lisa**

Another exciting event that's coming up that we are so thrilled to announce is the Inspired Teaching Conference, and faculty are hard at work getting that event off the ground, and it's really coming to celebrate the joy of teaching and learning.

00:21:44 **Lisa**

And hopefully, this year, they'll be bringing Dr. Lara Rendon. She is a scholar and author and teacher around validation theory and what Latinx students need to succeed in college. And then there will be a few other sessions coming later in the spring that will be announced.

00:22:01 **Lisa**

But those will be things like introduction to Emotional Intelligence for Diversity and Project Management Essentials, and Identity, Intersectionality and Belongingness. So, the purpose of these diversity, equity, inclusion and access workshops are really around bringing up a topic, but bringing people to the table to discuss what it looks like in their context, and how they can help their peers grow in the topic. So, these are designed to be Brown Bag series.

00:22:27 **Sun**

Thank you so much. As you were sharing, I was also reflecting back on what you said about how many of us don't have any formal support or training in learning how to teach. And that that's part of the beauty of being an educator is we get to keep learning. And also, that those are opportunities for us to learn from our colleagues, to collaborate with our colleagues and to reflect. So, thank you.

00:22:49 **Lisa**

Well, Sun, a lot that I just mentioned seemed like they were tailored to faculty, but much of it is open to classified and managers. But the classified staff have a special series going right now around time management, project management, emotional intelligence, work-life balance, and team communication.

00:23:06 **Lisa**

And then the managers mirror that through something they call the Management Essential series, which I think is a priceless series. That's 13 workshops that are around two hours in length focused on things like critical practices of leading teams. A book study on the book of Joy with the Dalai Lama and Desmond Tutu, the co-authors; project management, sexual harassment prevention, work-life balance.

00:23:28 **Lisa**

So, a lot of the programs that are professional development aimed at faculty, there are mirror programs for classified and managers.

00:23:36 **Sun**

Thank you so much for pointing that out and clarifying that for folks. As we're talking, I'm thinking also perhaps some of our listeners might not know where to go to find some of these workshops and cohorts. So, if someone's listening and they want to sign up or find out what the offerings are, how do they go about doing that?

00:23:52 **Lisa**

Well, there are a few things that happen on this campus. Through our email, we have the announcing Listserv. We send out one-page flyers that announce the big events and then the workshop series. And we target those to the faculty Listserv or the classified or the management Listserv, or the whole campus because sometimes, we have events where we're inviting trustees or we're inviting maybe employees that don't fall into those categories, student workers, so forth.

00:24:18 **Lisa**

By and large, what folks can do is visit mt.sac.edu/pod, and that will be in the podcast notes as well. And they can click on "calendar," and that logs them into the portal. But if they're already logged into the portal as many of us employees do in the morning for this, that, or the other, you can just click on employees and then see POD Connect front and center at the top of that.

00:24:40 **Lisa**

And that gets you into the calendar and you can look at your tabs and it will have a list of featured trainings coming up, whether that be onsite or through the state chancellors because we subscribe to the Virtual Resource Center through the Chancellor's office. But you will see a list of featured trainings, and you can go to the learning tab and click on workshop calendar.

00:25:01 **Lisa**

And you can see all of the myriad offerings that we have there and that you can sign up for. And if you sign up, the great thing about the POD Connect calendar is, it places a hold on your Outlook calendar that you can accept, and then any kind of details you need about that workshop show up in your Outlook calendar.

00:25:18 **Sun**

Thank you so much for walking us through that. I love that anything I've signed up for through POD shows up on the Outlook calendar, that was a stroke of genius.

00:25:26 **Sun**

And I'm also thinking that our listeners might be hearing some of the offerings and maybe someone's thinking, "Well, I have an idea for a workshop and maybe I could facilitate a workshop." If anyone's wondering what should they do?

00:25:37 **Lisa**

They should certainly contact me or contact the POD office. And we will have all of our details for contacts for our staff listed, and they can also get involved and submit suggestions to their constituent groups. So, the Faculty Professional Development Committee and the Classified Professional Development Committee, or the Management Professional Development Committee.

00:25:58 **Lisa**

All of our committees are under the Mt. SAC website. When you're there, you go to "about us" on the Mt. SAC homepage and then scroll down to committees, and you will find under governance all of the committees listed. And so, each of these committees that I refer to, they have representatives who want to hear your input, they want to know what their constituents are looking for, and they want to be able to work with POD to help identify funding if necessary, or the platform, or the support.

00:26:28 **Lisa**

But certainly, just contact POD, and we can send that information to the committees as well. And we're always looking to partner with anybody on campus who has a passion for helping others learn and grow.

00:26:38 **Sun**

Great, thank you so much. As we're thinking about our conversation today, what's one takeaway you'd like listeners to have?

00:26:45 **Lisa**

Well, it's the self-reflection. At the end of the day. You know, we show up to work as our whole selves, but sometimes, work can leave us frustrated. And that's any workplace, that's any working environment where you put two or more people together.

00:26:58 **Lisa**

So, reflect at the end of the day or the week, what are some of your stumbling blocks? What are some of your challenges? What are some of the things that you feel you could grow in order to alleviate some of your frustrations or your stress, whether it be - I hear a lot, people say, "Well, I struggle with communication and email."

00:27:14 **Lisa**

And I, for one, had to learn DISC, which is a communication tool to find out that I was communicating to people from my own interests and strengths of being a writer. As you reflect on something, as I did on needing to change my email communication style, look for incremental ways that you can set a learning plan or a goal.

00:27:35 **Lisa**

For this year, you may want to improve your writing or your public presentation skills. And then look at the POD Connect system itself because we have some amazing LinkedIn learning and formerly, lynda . com, like one-hour self-paced workshops that you can put yourself through that is outside of Mt. SAC, probably 2, $300 to take these.

00:27:57 **Lisa**

And if you want to just brush up on certain skills and then attend workshops later, you have access to all of this wealth of information on POD Connect that you maybe didn't even know about. So, set a learning goal for yourself. Set a plan to learn in small increments because our work here at Mt. SAC is very intensive, and those of us who work here know that in a workday, it feels like a week sometimes.

00:28:19 **Lisa**

And so, learning kind of gets pushed off to the side. But set an intention for yourself. Pick one thing that you'd like to learn maybe that month or that year, and find ways to help yourself learn, or contact POD, we can point you to the greatest resources. I really am proud of the resources that we have at Mt. SAC.

00:28:36 **Sun**

Well, Lisa, thank you so much for taking the time to talk together today, and just a huge shout out to you and all of the POD staff for the fantastic work that you're doing to support Mt. SAC employees so that we can support students. And thank you so much. I really appreciate your time and your wisdom and your experience. You're very inspiring to talk with, so I really appreciate it.

00:28:56 **Lisa**

Thank you, Sun. You know the feeling is very mutual.

00:29:02 **Christina**

Thank you for listening to the Magic Mountie Podcast, and don't forget to share your favorite episodes.