

FACULTY DEVELOPMENT COMMITTEE

Wednesday, February 20, 2019

8:00-9:30 AM

ZOOM Meeting

Time: Feb 20, 2019 9:00 AM Pacific Time (US and Canada)

SUMMARY

1. Call to Order and Adoption of the Agenda
2. Member Roll Call

Michelle Bean Mayra Cruz

Carolyn Holcroft Rebecca Eikey

Elizabeth Imhof ~~LaTonya Parker~~

Manjit(Manny) Kang

1. Approval of 1/22/18 Meeting Minutes- *Notes were not approved.*
2. Review Work Plan and Assignments and Status of Previous Action Items

<https://drive.google.com/drive/folders/1GIHzQfQh0jiPQGZ8Jnc0Md545jODKudn>

*The work plan was reviewed.*

Update on Status of Committee Priorities for 18-19

<https://docs.google.com/spreadsheets/d/16LxdTXnuPX8WUI8n0yPuQZSCARSDD72TTEk5g4xZLR8/edit#gid=296631368>

*The committee priorities were reviewed. Specifically, we are working on strategies to recruit diverse faculty. The Summit was early February and the Hiring Regionals start 2/21/19.*

a. Rostrum article #2 review outline (attachment)

*The article is a result of a Resolution (F14, 12.01 “Professional Development and the Academic Senate.” An outline for an article was discussed. Suggestions included explaining more about why faculty are needed to be “at the table,” such as commitment to diversity and language associated with the legislation of AB 1725. The article will be finished electronically by the committee. It is due March 4th.*

b. Faculty Hiring Criteria Survey Results

<https://www.surveymonkey.com/results/SM-ZY2KQ89WV/data-trends/>

*The results of the survey were discussed. We had 130 responses representing 129 colleges. We probably had more than one person from the same college respond. The majority of responses were in a multi-college district. Majority of colleges have written procedures for hiring faculty (77%). Majority have written set of criteria for establishing priorities (62%). There is about 24% who don’t know. For the indicators, the main criteria for establishing hiring priorities was enrollment trends and budgeting-funding formula; the lowest responses were student achievement, consideration of student demographics and diversity, and technology. In terms of who is responsible for updating the criteria, the majority indicated that administrators are responsible. The majority of respondents (69%) indicated that the colleges do not measure the relationship between hiring practices and student success and equity. Another finding is the number of respondents who do not know how the criteria are updated. The survey will be a basis for a breakout session for Plenary. This breakout session with be with Mark LeForestier.*

c. Womyn’s Leadership Action Plan (attachment)

From a feminist perspective, the orthographic symbols refer to gender inclusiveness *“people of all gender identities*”. It is also considered a more progressive term that sheds light to the discrimination, bias, and institutional barriers women have faced.  Why and when is right to use “x” or “y”?

The Executive Committee would like the FDC to review the literature and discuss the proposed change in the spelling of Women at the February committee meeting and report back.

1. Hauser Deborah. Woman, Womyn, Wom: A word of one’s own (attachment)
2. Feminist Philosophy of Language (1.7 Maleness of Language)

[https://plato.stanford.edu/entries/feminism-language/#MaleLang](https://email.fhda.edu/owa/redir.aspx?C=Xo5S1pra2DCiY4LCOqqdFMRKF3Ww_uGydgVK2WbQCPSsWfmqVJHWCA..&URL=https%3a%2f%2fplato.stanford.edu%2fentries%2ffeminism-language%2f%23MaleLang)

*The Action Plan was discussed. There will be a breakout session at Plenary (a panel format). There will be a survey conducted after Plenary. There will be a session planned at the Faculty Leadership Institute. The plan is to incorporate Womyn’s Leadership into existing work. The Executive Committee will discuss next year the recommendation to examine the caucus structure and ability to professional development.*

*The committee also discussed the spelling of “womyn.” The committee discussed the definition and need to define it. The goal is strengthen leadership for women. The “x” is confusing, not sure if this spelling would be well understood and could distract from the purpose of the work. There are differing opinions on the use of “y” vs “e.” The committee agrees to use the “y” and foster the conversation about this work with this spelling.*

1. Faculty Diversification

a) Update on Faculty Diversity Regionals Update—*There are many activities for this work. The Bakersfield has increased numbers to 57. The contingency plan will be used. The sessions will be general sessions and run back to back (shorter each). The Norco College will be video-taped with the support of the Chancellor’s Office. They will create 1-1.5 min videos related to recruitment/hiring. There will be interviews of the presenters conducted – why is it important to hire diverse faculty in the CCC. There are 10 questions for the interviews as related to the components of the hiring process.*

b) CCC/IEPI Building Diversity Summit Reflections

Holcroft noted the importance of having the Chancellor as a speaker at the summit and of having so many people in one room, which was powerful.

Bean noted the value of having teams from colleges engage in action planning for commitment to local work.

c) FACCC Conference, March 3-4 Cruz said that she will be giving a break-out at this next FACCC conference.

d) CCC Faculty Diversification Taskforce—Cruz was appointed to be on the taskforce with John Stanskas.

e) 2019 Spring Plenary general session and breakout—Deputy Chancellor Gonzalez will be speaking and holding breakouts at plenary.

VI. 2019 Spring Plenary

1. Approved Program—a major focus is on the 50th Celebration with some fun receptions happening. All committee members encouraged to attend—ask your senate to support your travel request, especially since you are doing committee work. Past ASCCC presidents have been invited. Many great breakouts on hot topics in CCCs and throughout the state. Also, elections and candidates’ forums for leadership positions will be happening.
2. Resolutions due to Resolutions Chair on February 22nd—communicate with Cruz, if you have any resolutions to submit; no more than four *whereas* and four *resolves*.

VII. Announcements

1. Upcoming Committee Meetings

March 18th 8:30-10:00am

Faculty Development Committee Meeting ZOOM info will be sent by Cruz. Mayra will send a new Doodle poll for April and May meetings.

1. Upcoming ASCCC Events—lots of events happening so check the website.

<https://asccc.org/calendar/list/events>

c) Application for Statewide Service—keep thinking of service to the state.

<http://asccc.org/content/application-statewide-service>

VIII. Committee Meeting Calendar

* 1. March 18th 8:30-10:00am meeting confirmed.

IX. Adjournmentat 10:11 am

**Status of Previous Action Items**

1. **In Progress** (include details about pending items such as resolutions, papers, *Rostrums*, etc.)

* Rostrum article #2—Cruz will be writing and sending to committee for feedback and confirmation.
* Women’s Leadership
* Faculty Diversity Regionals planning—see the ASCCC website for materials and updated agendas.

**B. Completed** (include a list of those items that have been completed as a way to build the end of year report).

* 2019 Faculty Development Work Plan
* Rostrum Article #1

Information to local senate leaders regarding faculty professional development and its role at their colleges; rights and responsibilities for involvement in the development of faculty professional development policies, including the use of potential funding provided by AB 2558 (Williams, 2014) Lead: Carolyn Holcroft

* Hiring Priority Criteria Survey
* CCC/IEPI Building Diversity Summit sessions

The Faculty Development Committee creates resources to assist local academic senates to develop and implement policies that ensure faculty primacy in faculty professional development. The committee assess the Academic Senate’s professional development offerings and makes recommendations to the Executive Committee on policies and practices for faculty professional development at a statewide level and on the development of new faculty professional development resources to ensure effectiveness and broader access and participation. Through the Professional Development College, the committee supports local faculty development and provides guidance to enhance faculty participation in the areas of faculty development policies, community college faculty professionalism, innovations in teaching and learning, and other topics related to academic and professional matters. The committee advocates for the importance of faculty development activities related to student success, quality faculty teaching and learning, academic and professional matters, and for appropriate levels of funding for such activities. <https://www.asccc.org/directory/faculty-development-committee-1>