

FACULTY DEVELOPMENT COMMITTEE

Monday, April 18, 2019

8:30-10:00 AM

ZOOM Meeting

Meeting Minutes

1. Call to order at 8:33 a.m. and adoption of the agenda by committee with one addition.
2. Member Roll Call:

Michele Bean—present Mayra Cruz—present

Carolyn Holcroft—present Rebecca Eikey—present

Elizabeth Imhof—present LaTonya Parker—absent

Manjit(Manny) Kang—present

1. Approval of 3/18 meeting minutes approved by consensus.
2. Review Work Plan and Assignments and Status of Previous Action Items

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

* Actions to monitor:
  + EEO training with EDAC; development of modules—both these items will be in development for next year, as Executive Committee has expressed interest in advancing these ideas into action. Cruz to meet with Executive Director to get clarification.
  + Professional development survey: offering for 2019-20.
  + Event evaluations—Cruz has reached out to Executive Director to see if survey went out to Plenary attendees.
* Womyn’s Leadership
  + Survey submitted to the Executive Committee and April 10th Executive Committee meeting input:
  + Develop a question logic survey to address women leaders and allies (one survey with 2 directions-woman leader & ally)
  + Simplify the survey
  + Reduce the number of questions
  + Remove binary language
  + List options on questions as well as the OTHER (open-ended option)
  + Concern about the committee and staff capacity to analyze the open-ended question
  + Suggested to keep 3, 5, 7, 10
    - Executive Committee expressed their appreciation for all contributors.
    - Looking at trying to submit for May agenda in order to send survey to body, but most likely we won’t have data until the fall and may guide activities for possibly fall Plenary. Cruz spoke to Julie Bruno, and they agreed that the new FDC 2019-20 should continue the work.
    - Suggestion by Eikey—create a breakout at Faculty Leadership Institute that may become like a focus group to garner feedback, and to push for a completed survey to give Exec. for approval.
    - Committee reviewed and consented on the revisions for the survey, including using logic questions to avoid binary language and adding professional/formal vs. personal/informal mentors.
    - Survey revision timeline: Committee agreed to submit revised survey for the May Executive agenda with a revised draft to Cruz by May 7. Holcroft, Eikey, Imhof will send to FDC on May 1 for feedback.
  + 2019 Plenary – Session and Womyn’s Caucus Formation Update

Break-out Session:

* + - Regina Stanback-Stroud, Mandy Liang, Christina Espinoza-Pieb, Rochelle Olive, Gayle Pittman shared their stories and then spent time with small group discussing challenges.
    - Room was filled and felt like a warm space, and Cruz received positive feedback from attendees and expressed appreciation and excitement about the opportunity.

Caucus:

* + - About 20 people attended—mostly Caucasian women; many were interested but were pulled into Resolutions and other events.
    - Discussed possible future events. Bruno is putting together information and ideas gathered at the caucus.
    - Bruno and Cruz are hopeful and will continue to focus on forming diverse membership.
  + Faculty Leadership Institute June 12-15- Womyn’s leadership sessions (2-1hr sessions)
    - Brainstorm topics and content (visioning activity, incorporating partners like Umoja, Latina Leadership Network, and other identified)
    - Suggestion by Imhof: How can women leaders on campus be champions for dismantling racism on campus? (a possible panel to address this question)
    - Suggestion by Eikey: A focus group for the open-ended questions from our survey.
    - Committee consented on creating a panel break-out on Thursday and then the focus group for Friday. Cruz will draft a title and description for each and send in email to FDC for feedback.
    - Send Cruz names of possible names of panelists.
* Hiring Criteria Results
  + Ideas for next steps for next year’s committee: Cruz suggested a *Rostrum* article addressing why establishing hiring priorities is important along with findings from the survey and suggestions for colleges to consider.
  + Break-out session: Went well, CCCCO Deputy Counsel Fermin Villegas presented Title V and Ed Code; about 20 people—full room. Participants expressed concern about administration with the power and not shared consultation with faculty on hiring priorities. Eikey suggested a follow-up break-out at fall Plenary and maybe a handbook/toolkit for resources for faculty, like Canvas shell or webinars. Moving from awareness to action work now. Linking efforts with Umoja and Puente and others as well, along with Vision for Success.

Update on Status of Committee Priorities for 18-19—Cruz updated with suggestions from FDC members. <https://docs.google.com/spreadsheets/d/16LxdTXnuPX8WUI8n0yPuQZSCARSDD72TTEk5g4xZLR8/edit#gid=296631368>

* Completed- Rostrums and criterial for setting hiring priorities survey
  + Status of the 2nd rostrum article submitted ***See Us: Empowering faculty to assert their role in policies for faculty development activities at both local and state levels***
  + Was not included yet in the last *Rostrum*, but Cruz will get feedback from Stanskas.

1. Spring Plenary Reflections—very celebratory and keynote speakers were powerful. Deputy Chancellor Daisy Gonzales was wonderful along with President Stanskas in addressing diversity and challenges to moving for faculty diversification.
2. Faculty Diversification Update
3. BOG Diversity Taskforce Update—Cruz is a member; chaired by Stanskas and Gonzales. Meetings will happen between now and September to complete a set of recommendations to give to the BOG. One may be to add a seventh goal to the Vision for Success or integrate into the current six.
4. 2019-20 Priority Area—Faculty Diversification will be a priority for ASCCC next year.
5. Committee Renaming:

Discussed the recommendation to explore transitioning the Faculty Development Committee to a Faculty Leadership Committee committed to equity and inclusive excellence or rename the committee to Faculty Development and Leadership Committee (equity- minded leadership). Committee agreed to suggest the renaming to *Faculty Development and Leadership Committee*.

* 1. Faculty leadership development to be more intentional and deliberate
     1. Approaches to Leadership
     2. Leadership development opportunities focused on specific populations of faculty: Faculty Senates leadership, Womyn’s leadership, LGBTQIA leadership, Faculty of Color leadership, other
     3. Campus faculty development programming and curriculum innovation
     4. Faculty leadership development component across all ASCCC committee
     5. Merge the Professional Development College and Faculty Leadership Institute

1. Announcements
2. Upcoming ASCCC Events—Regionals on Minimum Qualifications; CTE/Non-Credit; Leadership Institute, Guided Pathways webinars. <https://asccc.org/calendar/list/events>
3. Application for Statewide Service—take a look at different committees and sign-up by June. <http://asccc.org/content/application-statewide-service>
4. Committee Meeting Calendar: next meeting May 22nd 2:30-4pm
5. Adjournmentat 10:00 a.m.

**Status of Previous Action Items**

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

* Women’s leadership survey
* Development of:
  + outcomes for each ASCCC professional development activities
  + an evaluation form for professional development activities
* Survey the field regarding professional development activities 2019

**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

Rostrum article #2

See Us: Empowering faculty to assert their role in policies for faculty development activities at both local and state levels Lead: Cruz with Carolyn Holcroft, Elizabeth Imhof & Michelle Bean

* Hiring Priority Criteria Survey
* CCC/IEPI Building Diversity Summit sessions
* Faculty Diversity Regionals sessions at Bakersfield, Yuba & Norco
* Women’s Leadership action plan

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>