

FACULTY DEVELOPMENT COMMITTEE

Friday, October 19, 2018

2:00 AM- 3:30 PM

ZOOM Meeting

*All meeting documents are available in the Goggle folder.*

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

Meeting Notes

1. Call to Order at 2:02 p.m. by Cruz with a welcome and adoption of the agenda.
2. Members present:

Michelle Bean Mayra Cruz Rebecca Eikey

~~Carolyn Holcroft~~ Elizabeth Imhof Manjit (Manny) Kang

LaTonya Parker

1. Approval of the September 19, 2018 minutes by consensus with no corrections.
2. Finalize Draft of Faculty Development Work Plan and Assignments

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

Cruz provided the plan on the Zoom screen. Two goal areas from the ASCCC Professional Development Plan of 2018-19 that the FDC will be focusing:

Goal 2: Engage and empower diverse groups of faculty at all levels of state and local leadership

Goal 3: Assert ASCCC Leadership in Faculty Professional Development

Cruz reminded the committee of the highlighted objective items in red:

Objective 2.1B Action: Conduct research (survey) on the current criteria used by local colleges to set hiring priorities and disseminate information.

Objective 2.2B Action: Attend Umoja/A2MEND Summit

Objective 2.1C Action: Form a Women’s Leadership Circle

Objective 3.2F Action: Develop rostrum articles.

Objective 2.2B: Develop and strengthen partnerships with organization that specifically serve racially/ethnically diverse populations:

Umoja Summit—Eikey, Parker and Cruz will attend

We are also collaborating with Guided Pathways and CTE Leadership Committee, so more to come on our role for supporting their efforts.

Ideas for Objective 2.1C—Women’s Leadership Circle:

Cruz reported that she met Dr. Mary Wardell Ghirarduzzi, Vice-Provost and Chief of Diversity and Community Engagement at the University of San Francisco, who shared ideas and work examples to promote development of women in education leadership. **Cruz will get more information to share with FDC soon on how to approach the Women’s Circle action work.**  Past President Julie Bruno would be interested in helping.

Parker suggested we provide a few focus points or concepts to explore. Mayra gave some examples. Possible topic or focus: Elevating the Experience of Female Faculty: The Intersection of Gender and Race (Dr. Wardell refers to this as Presumed Incompetence).

1. Update on Status of Committee Priorities for 18-19

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

* + - * 1. Rostrum Articles Outlines

1. 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)
2. Article 2: Assert to statewide initiative leaders the importance of respecting the purview of the Academic Senate and local senates regarding faculty professional development; California Community Colleges work with the Chancellor’s Office and other system partners to ensure that the Board of Governors’ Standing Orders are respected and that all future assignments in the area of faculty professional development involve input and affirmation from the Academic Senate and local senates

Need two Rostrum articles per tasks carried over from the 2016 plan—Objective 3.2F:

Mayra explained the process.

1. Draft outlines for the rostrum articles. Outlines will then be reviewed by ASCCC president and vice president and Krystinne Mica.
2. Once the outline is confirmed, the committee proceeds to write the articles.

**Task: Mayra will clarify this process and check on due dates.**

Ideas for Rostrum Article 1:

Eikey asked if there are any known strong examples of schools using the AB 2558 funding— Mayra asked committee members to research how their schools use AB 2558 money and consider writing a short piece to start the article. Cruz will check with College of the Desert and De Anza. Next, we can shape the content together after reviewing our write-ups.

**Charge**: Gather information from your colleges on how the funds are being utilized.

Parker suggested that we be mindful of the narrative not to generalize too much.

Committee members shared variations of PD funding processes: Some schools provide only categorical or grant funding; others use up to $1,500 for PD stipends from general funds.

Eikey shared that there seems to be a consensus statewide that many schools have administrators controlling the small pot of money.

Ideas for Rostrum Article 2: To discuss at November meeting.

Mayra asked to be thinking about suggested titles for the articles.

1. Ideas for Objective 2.1B—Criteria for setting hiring priorities, a campus-wide survey

Mayra reviewed the below footnoted resources:

* focus on inclusion, equity, and diversity (culture)
* hiring faculty who can serve the needs of a diverse student body1
* commitment to teaching and advocating on behalf of all of our students with a genuine and demonstrated understanding of their needs and capacity1
* establish the need and prioritization (pg. 44 Equity Handbook for Hiring Process, Los Rios CCD)

**Task: Manny volunteered to work with Mayra on creating the survey for Objective 2.1B: To set hiring priorities and disseminate information.**

For this survey, do we want questions with open-ended or choices? Bean suggested to include both.

Eikey asked for point of clarification on survey focus: Is it hiring of faculty at department level as the need or the hiring process in general at each school regarding the selection criteria? What is the emphasis—is it on the selection or the interviewing process? **Cruz will ask for clarification of the resolution for our further consideration of the multiple layers.**

Members explained various processes for hiring at their colleges.

Eikey suggested asking about what criteria.

* Part one: Do local senates know if there is a criteria for hiring?
* Part two: What is the hiring criteria your school uses?

**Charge: Members should send local processes and/or criteria to Cruz, so Kang and she can have a draft of the survey for the November meeting.**

1. Status of Previous Action Items
   1. Assigned Resolutions—see above item V
   2. Assigned Tasks—see charges underlined above
2. Fall 2018 Plenary Planning
   1. Faculty Leadership, Professional Development, and the Intersection with Gender, Race & Ethnicity Breakout Session presented by Cruz, Bean, Mandy Liang and Silvester Henderson.
   2. Cruz encouraged all to attend—many great break-outs at Plenary this year.

VIII. ASCCC Spring 2019 Hiring Regionals (February)

1. Update—some preliminary work will be done by Cruz & Rebecca.
2. November 29th Joint Planning Meeting with the Equity & Diversity Action Committee at

2-6 p.m. in Sacramento—**Please put in your Travel Request to attend—use the link that Cruz sent on the agenda communication, but Zoom will also be available.**

IX. Announcements

1. Upcoming Faculty Development Committee Meeting in ZOOM: November 21, 2018 at 8:00-9:30 a.m.
2. Events: November 1-3, 2018 ASCCC Fall Plenary @ Irvine Marriott
3. Application for Statewide Service: <http://asccc.org/content/application-statewide-service>

X. Committee Meeting Calendar

1. December 2018 - June 2019—Cruz working on setting meeting dates. **Send her dates to avoid, such as your local standing senate meetings.**

XI. Adjournmentat 3:20 p.m.

**Status of Previous Action Items**

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

* Faculty Development Work Plan

Asserting our work: The plan was our first step and accomplishment. Mayra is going to get information on a possible comprehensive plan. Professional Development should be a focus of everything we do, and do we need to discuss integrated PD into every part of the overall plan?

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

* To be filled in soon. More to come on how we evaluate the work of the committee.

**Resources:**

1Morse, David, Smith, Cleavon & Foster, Adrienne. (February 2016) A Commitment to Success for All: Hiring Faculty to Serve the Needs of Our Diverse Students. ASCCC.

<https://www.asccc.org/content/commitment-success-all-hiring-faculty-serve-needs-our-diverse-students>

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>