



Academic Senate for California Community Colleges

LEADERSHIP. EMPOWERMENT. VOICE.

Faculty Leadership Development Committee

Thursday, April 23, 2020

3:00 p.m.—4:30 p.m.

ZOOM

Meeting Summary

The Faculty Leadership Development Committee creates resources to assist local academic senates in the development and implementation of policies that ensure faculty primacy in faculty leadership and professional development. The committee assesses the Academic Senate’s professional development offerings and makes recommendations to the Executive Committee on policies and practices for faculty professional and leadership development activities at a statewide level. The committee supports local faculty development and provides guidance to enhance faculty participation in the areas of faculty development policies; faculty professionalism and leadership development; innovations in teaching and learning; and other topics related to academic and professional matters. The committee advocates for funding, resource allocation, and a commitment to faculty development activities focused on equity-minded practices and student success.

- I. Roll call, call to order, and agenda adoption at 3:06 p.m.

Michelle Bean—Chair	Elizabeth Day (absent)	Luke Lara (absent)
Sam Foster—2 nd Chair	Elizabeth Imhof	Emilie Mitchell
	Christy Karau (absent)	

- II. Minutes Volunteer—Sam volunteered to take notes.

- III. [March Minutes](#) –approved via email.

- IV. Lean-In and Check-In—members checked-in sharing fun memes and also expressing concerns during crisis.

- V. Faculty Diversification Work
 - A. CCCCCO Diversity Symposium was March 20—possibly rescheduled for October.
 - B. ASCCC Professional Development Series—webinar (April 8) and follow-up (April 10) on Hiring in Virtual Environment (Lara, Bean, Cruz, Raphael)—about 76 attendees and about 15 on follow-up. Program materials under ASCCC website under large group discussion.
 - C. Model Hiring Processes and Guiding Principles Zoom meeting with ACHRO, CIO, and CSSO Representatives recap (March 30.) Went well and received good feedback.
 - D. Reviewed missing components in our [Model Hiring grid](#).
 - 1. Added Equivalency #3b—updated guiding questions and equity components.
 - 2. Criteria for adding tools and resources—created a set of guidelines that each addition to a module must be: equity-minded—fit one or more of the equity framework, authoritative—experts with no bias, timely—published within last five years, and tools must have accountability measures or ways to demonstrate effectiveness, be student-centered, and data-driven.
 - E. [Canvas shell](#) –content will be public.
 - 1. Layout of content—chair will update the information and format for the next meeting. Recommendation to chuck pages for easier reading.
 - 2. Outcomes and assessments for PDC? Recommendation to forward to next year’s committee.
 - 3. CSU Credit? Badges? Forward to next year’s committee.

4. Other recommendations—none.

- VI. Anti-Racism Work
 - A. ASCCC Professional Development Series—webinar on Opportunities for Positive Structural Change in This Crisis (April 24 w/Imhof, Buul, Cruz, Lara). Chair will send registration link to support colleagues.
 - B. *Rostrum* article (Imhof and Buul) delayed until the fall.
- VII. Faculty Empowerment and Leadership Academy (FELA) Next Steps—recommendation next year’s committee to follow-up!
 - A. CSU Credit COR and Form (Imhof and Bean)—postponed until fall.
 - B. Mentor Handbook (Mitchell, Day, Bean)—paused and will forward to next year’s committee.
- VIII. Faculty of Color Leadership Opportunity Survey—due date extended to fall 2020. Data review and next steps to be finished by next year’s committee.
- IX. Umoja/A2MEND Leg Day
 - A. Wednesday, [April 22 Town Hall](#) #BlackStudentSuccess went well—a powerfully passionate message.
 - B. Webinar Series and Advocacy Letter—next week PD series. ASCCC approved to use logo as a partner on the letter to legislators.
- X. FLDC June Meeting
 - A. Faculty Leadership Institute—virtual webinar style.
 - B. FLDC meeting change to June 11? Committee agreed to hold just in case; chair to update calendar request.
- XI. Announcements
 - A. Check for upcoming events at <https://asccc.org/calendar/list/events>
 - 1. Electronic Elections—April 27 to May 15 (3 rounds in eBallots)
 - Full list of winners announced May 18
 - Special Elections if needed May 25
 - 2. President’s Report
 - PD Series: 3,500+ participants
 - Guidance Memos—14 w/CCCCO
 - Transfer focus for fair treatment w/system partners
 - Distancing until August—SCFF concerns
 - ASCCC finances good
 - Possible virtual Leadership Institute—virtual event fees
 - B. Ways to help during COVID-19
 - 1. Join Amazon Smile—find ASCCC Foundation
 - 2. Give to Relief and Recovery Campaign at [Foundation for CCC](#)
 - C. [Application for Statewide Service](#)
- XII. Closing Comments and Reflections
 - A. Next meeting: May 21 at 3:00—4:30 p.m.
 - B. In-Progress and Completed Tasks review
 - C. Any other final comments or suggestions?

1. Concerns resulting from COVID-19 crisis—equity with most vulnerable students; part-time and temporary staff possibly losing jobs (especially for programs like UndocuScholars and Pride Centers)—there was a need to move to more virtual services.

XIII. Adjournment at 4:38 p.m.

In Progress:

- Hiring Guiding Principles and Model Practices Canvas Shell
- Part 2: Anti-Racism Hiring Practices *Rostrum* article—postponed; to be completed in fall
- Umoja/A2MEND Virtual Town Hall Leg Day planning/communication
- FELA Course Outline of Record—postponed till fall

Completed Tasks:

- ASCCC Event Survey Questions on Gender, Race, Ethnicity
- Faculty Leadership Survey Questions for Faculty of Color (Reminder: Distribute in fall 2020)
- Faculty Empowerment and Leadership Academy (FELA) Framework and Applications (Reminder: Market in fall 2020 for spring 2021)
- *Rostrum* article: Womyn’s Survey
- *Rostrum* article: Anti-Racism
- *Rostrum* article: Caucus Structure
- *Rostrum* article: Sex, Gender, Race, and Economic Disadvantage: Courageous Conversations About Intersectionality
- *Rostrum* article: Equitizing Merit and Fit: Establishing a Baseline Understanding
- Collaborations—chair meet with Puente directors on October 30, attended Umoja Education Summit October 31, CCC LGBTQIA+ Summit 2019 panelist
- Updated the FLDC charge/description
- *Rostrum* article: Convergence of Diversity and Equity: Guiding Principles for Hiring Processes
- A2Mend Collaboration—A2Mend board members presented at 2019 ASCCC Academic Academy
- Umoja/A2Mend—chair completed workgroup meetings for Black Student Report Card for CCCs
- Womyn’s Leadership Survey distributed in September