



Academic Senate for California Community Colleges

LEADERSHIP. EMPOWERMENT. VOICE.

Faculty Leadership Development Committee

Thursday, August 22, 2019

3:30 p.m.—5:00 p.m.

Zoom Meeting

MINUTES

The Faculty Leadership Development Committee creates resources to assist local academic senates to develop and implement policies that ensure faculty primacy in faculty 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 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.

I. Members Roll Call

Michelle Bean—Chair
Sam Foster—Co-Chair

Elizabeth Day
Elizabeth Imhof-Absent

Christy Karau
Luke Lara

II. Call to Order and Agenda Adoption - 3:30 p.m.

III. Minutes Volunteer – Luke Lara

IV. Shout Outs and Affirmations

- A. Thank you all for the communication through Doodle and Google form responses.
- B. Thank you all for volunteering your campuses for our in-person meeting! Shout out to Christy for hosting September 19.
- C. Thanks, Michelle, for organizing this meeting and sending out the TEXT reminder. Please keep sending out the TEXT reminder.

V. Meeting Details

A. Sept 19 at Sierra Meeting Details (Christy)

1. Reimbursement Form:

<https://asccc.org/sites/default/files/SenateReimbursementForm2019.pdf>

- a) Send form to accountant@asccc.org
- b) Include receipts (e.g., rideshare, map for mileage, flight, and parking at airport)
- c) Breakfast and lunch will be provided by our host Sierra College.
- d) Luke, Sam, Michelle will take a rideshare together since they arrive at 8:20 and 8:40 a.m.

2. Draft Agenda for Sept 19:

Meeting start time: 10:00 a.m. with activities to start at 10:30 a.m.

End time: 2:30 p.m.

- Continental Breakfast
- Welcome and Team Building Activity
- Review Committee Goals and Priorities
- Description/Committee Charge Review

- Light Lunch
 - Work Plan/Logic Model for 2019-20
 - *Rostrum* Article and Resolution Review
 - Calendar Future In-Person Meeting
 - Reflection and Affirmations
3. Meals for Sept 19
 - a) DIETARY RESTRICTIONS: Michelle-no shellfish; Sam-vegetarian/pescatarian.
 - b) Christy will send out Panera Menu and let her know your selection.
 - c) Christy will have Starbucks coffee provided.
 - B. Standing FLDC meetings on third Thursdays @ 3:30—5:00 p.m. or can you do earlier? The earliest that people could make it: Sam – 2:45 p.m., Luke – 3:00 p.m., Elizabeth – 3:00 p.m., Christy – 3:00 p.m.
 - C. Contact Info—please review and Google link and edit
 1. Your name, college, and anything work related will be shared on ASCCC website, but nothing personal is public. Contact list is for the ASCCC office.
 2. Send Michelle a text/email if you want any info removed.
 3. Remove the word “preferred” from in front of “pronoun.” Committee discussed and agreed on this change.
 - D. Communication (email agendas/minutes or Google link)
 1. Committee suggested use of both Google and email attachments.
 2. Google drive stuff will come from Michelle’s gmail account, not her Rio Hondo account.
- VI. Review of Committee Description—please comment and edit on the Google link
- A. Draft Ideas Today and Final Revision due September 9
 1. We will continue the discussion of revising the committee description at our next meeting in-person.
 2. Disregard the September 9 deadline. Committee agreed to take more time to reflect on the revision.
 - B. ASCCC Strategic Plan Brief Review
 1. Michelle briefly introduced the plan and will send in email.
 2. Committee will review again at Sept 19 meeting.
 - C. Committee Priorities Grid Intro and Recommendations (Year End Report)
 1. Michelle briefly reviewed the document and will send in email.
 2. Committee will review again at Sept 19 meeting.
 - D. ASCCC Adopted Goals: Faculty Diversification, Guided Pathways, Faculty Roles in Governance, Online Ed, Transfer
 1. Michelle briefly reviewed the document and will send in email.
 2. Committee will review again at Sept 19 meeting.
- VII. *Rostrum* Articles
- A. Due September 27
 - B. Ideas and Suggestions? (drafts by Sept 19 meeting)
 1. Send Michelle ideas through text or email.
 2. *Rostrum* article is typically 350-750 words.
 3. One or more can co-author. Not necessary for whole committee to write.
 4. Luke will have a draft for input on Sept 19th. Michelle to send any ASCCC articles on the topic of merit and fit in discussing equivalency (see VIII. B.c.).

VIII. Plenary

A. Break-Out Ideas/Topics: Due August 19

1. Michelle suggested break-out topics to ASCCC Executive Committee. Several were inspired by work that the committee did last year with the Womyn's Circle focus group at the Faculty Leadership Institute. (The FLD committee was previously called the Faculty Development Committee.)
2. Michelle shared the accomplishments of last year's committee, including two rostrum articles, a faculty development work plan, developing a hiring priority criteria survey, collaborating with chancellor's office/IEPI on a diversity summit, conducting faculty diversity regionals, developing a women's leadership action plan. Also, created a survey at end of spring to be pushed out in September to all schools regarding leadership development. She also shared recommendations from last year's committee.
3. Michelle also shared the ASCCC goals for 2019-2020: Faculty Diversification, Guided Pathways, and Faculty Role in Governance, along with CTE, Online Ed, Transfer, and Legislative Action.

B. Resolution Ideas: Pre-resolutions—Due September 9

1. Using "or equivalent" in local equivalencies to broaden hiring (inclusion and diversity).
 - a) Misconception that "or equivalent" means less. Breakouts and *Rostrums* have been dedicated to this before.
 - b) While disciplines list has "or equivalent" some colleges in practice do not list "or equivalent" on the job description.
 - c) What is the real issue? Definitions of *merit* and *fit*. Is this better for a *Rostrum* article? In a resolution, are we asking the ASCCC do something in their purview?
 - 1) Luke and Michelle will research previous *Rostrum* articles.
 - 2) Luke will bring a draft for review at the Sept 19th meeting.
2. Womyn's Circle suggestion: "no hate" resolution (with common language/terms, such as racism and privilege defined)
 - a) Is this better for a *Rostrum* article? Not clear enough to be an actionable resolution. *Committee all agreed.*
 - b) Michelle asked Luke to share brief description of the paper on Systems Driven Equity Framework he is working on with Executive Committee. This is not related to the "no hate" resolution idea.

IX. Announcements

- A. Today is last day for Early Bird registration for Academic Academy at the Queen Mary: <https://asccc.org/events/2019-09-13-150000-2019-09-14-190000/2019-academic-academy>
- B. Check for upcoming events at <https://asccc.org/calendar/list/events>
 - ESL Recoding (September 5 at Clovis; September 11 at Cypress; September 23 at Skyline)
 - Academic Academy (September 13-14)
 - Area Meetings (October 11 and 12) – Encourage colleagues to attend!
 - Plenary (November 7-9 in Newport Beach)
- C. Application for Statewide Service found at <http://asccc.org/content/application-statewide-service>

X. Closing Comments

- A. Michelle explained the "In Progress" section of the minutes, which is to document committee efforts.
- B. The completed section to be added to as we finish projects and work.

XI. Adjournment – 5:06 p.m.

In Progress:

- Update the committee charge description
- Womyn’s Leadership Survey being distributed in September
- Umoja/A2Mend Liaison—Chair attending workgroup meetings for Black Student Report Card for CCCs

Completed Tasks: