



# Academic Senate for California Community Colleges

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## Faculty Leadership Development Committee

Thursday, December 19, 2019

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. Present:** Michelle Bean-Chair, Sam Foster-2nd Chair, Elizabeth Day, Christy Karau, Luke Lara  
Absent: Elizabeth Imhof
- II. Minutes:** Minutes reviewed from previous meeting over email with no changes. Elizabeth Day to prepare minutes for today's meeting.
- III. Shout outs and Affirmations:** Shout to Madera for recognition of their new academic senate. Congrats to the team for completing the workplan and academic outline. Executive committee approved the FLDC plan is now an option on ASCCC as out professional development plan. Thanks to Christy and Rebecca for their work on the Womyn's survey and to Luke and Elizabeth I. for collaborating on *Rostrum* article. Thanks to Elizabeth D. and Emilie for helping Michelle create a new faculty academy leadership outline. Sam saw Emilie give a wonderful presentation about LGBTQ+ and intersectionality of underserved groups. She was kind enough to give him information to put in the transfer paper. May consider a *Rostrum* article as a workpiece.
- IV. Professional Development Plan:** This plan was called out in the ASCCC Strategic Plan 2018-2023 goals. This was the one where the statements were initially broad and can see in the output that there are not numbers just yet as this plan is the beginning of the baseline. This is in the FLDC Google subfolder "Goals." If not found there, then it is listed in the faculty committee development webpage at [asccc.org](http://asccc.org). Check the notes section for your name to email Michelle with any questions. Next year when they go to the Midterm outcome, the activities column would update and change a bit. It is a fluid document.
- V. Evaluating Professional Development Activities:** The professional development workplan has been approved by the Executive Committee. Michelle will work with Executive Director Krystinne Mica on developing equity-minded questions for the ASCCC events survey tool. Luke will help Michelle look at adding equity-minded questions to measure what is being done with professional development. Need to focus on supporting faculty of color. Christy was looking at the Womyn's survey and intersectionality and even though the numbers were small of faculty of color responding, that in itself can be relevant information. Luke and Michelle will work on equity-minded phrasing and questions in January. Send any ideas to Michelle after reviewing the survey tool.

## **VI. Professional Development College:**

- A.** The Executive Committee made suggestions/recommendations. Professional Development College (PDC) is now on hiatus and is no longer on the ASCCC website. The second item is looking at the existing modules; they made the recommendation to defer the work to the other ASCCC committees as area experts to review modules and then update as needed. The third recommendation from FLDC was to create a new faculty leadership academy, and Exec did approve it. Michelle, Emilie and Elizabeth D. worked quickly in one week to get an outline and come up with ideas to submit for the January Exec agenda.
- B. Resolution Fall 2017 12.01:** Review of the BOG Diversity, Equity, and Inclusion (DEI) Vision for Success activities where the Chancellor's Office, union partners, other partners like ACHRO, and the Academic Senate were called out in collaboration and individually to work on actions. This resolution from fall 2017 calls for the creation of professional development modules for effective practices and teaching in the PDC, so the recommendation from the chair is to work with other ASCCC committees and partners to create a good module with DEI components as a toolkit. Whenever there is a resolution that passes through one of the plenaries, ASCCC will put that resolution on a grid that goes to each committee to work on how those resolutions are applied. The chairs of S&P, EDAC, and FLDC are meeting January 22, 2020 and will discuss the different activity tiers listed in the BOG DEI vision document. The FLDC approved the following three ideas to submit to the workgroup of chairs on January 22, 2020 meeting as possible module or toolkit components: 1) social justice, 2) anti-racism, 3) culturally relevant pedagogy.

**VII. Faculty Hiring Criteria:** There are links on the committee priority sheet listing the actual resolutions. This item was started last year with FLDC under Mayra Cruz. Mayra let Michelle know that they did a survey, presented the survey data in a breakout session at Spring Plenary 2019, and that now it is closed out and should recommend to the Executive Director that the work has been completed. The ASCCC Executive Goals are calling for FLDC to create "Model Hiring and Appointment Processes." This aligns with Resolution Fall 2015 12.01 asking for a PDC module for training local faculty hiring committees to hire for the needs of our diverse students. The FLDC Committee agreed to the goal of creating an effective practices module on how to train a local hiring committee. Chair will take this recommendation to the January 22 workgroup meeting.

**VIII. Caucus Structure Revision:** Manual Velez, Michelle Bean, Julie Bruno, Emilie Mitchell, and Jessica Alabi created updated guidelines. The ASCCC Bylaws has one line that says Caucuses are intended to serve independent groups and for faculty to work as a collective voice. The Caucus leaders were wanting to collaborate and provide professional development opportunities. The suggested revisions to the caucus structure adds in a line for coordination with the ASCCC Executive Director or executive committee leaders to provide professional development activities while still allowing autonomy for the Caucuses, not to micro-manage but to be available for resources and support as available. Another update after receiving feedback from Exec and the Executive Director was to change the active status term from two years to five years, so the Caucus does not have to submit an application for active status every other year. The revised document will go again to the Executive Committee in January.

**IX. Faculty Leadership Academy:** Michelle, Emilie, and Elizabeth D. worked on the description. One of the ideas was to make the target goal of 5-10 mentor/mentees to be mindful of resources. It can be more or less depending on the program mission and funding. This is to provide a safe space for conversations, healing, support, and empowerment with one-on-one mentoring and group sessions. The idea is to have training/mentoring sessions as part of the pre-sessions to ASCCC events, starting in summer with the Faculty Leadership Institute and then as part of Plenary again as a pre-session and would minimize additional travel costs for participants.

FLDC concerns: Assumptions about current faculty is to mentor to assimilate or to mentor for change? Should mentors show experience in change management? How would goals be identified? Who needs healing and why? What is this leadership academy going to provide that is different for those who are racialized and genderized? Healing is helping a faculty who is ambushed because their beliefs are different from others.

Having a person, not on their campus, helps by having someone to talk things through. Also, some may have difficulty navigating the community college system and want to get things done but may not know the path to completion.

FLDC Committee members reviewed the theme topic possibilities for Academy Training Days. Chair encouraged committee members to add ideas to the Google document.

**X. Womyn's Survey:** Continuing with survey started with last year's Faculty Development Leadership Committee. The data review link is the same one previously on FLDC agenda. Our discussion from last meeting included the need for additional questions to go out to the faculty of color, which the Executive Committee agreed with at its December meeting. Michelle and Luke will be working on this in January 2020.

Christy and Rebecca Eikey to both look at writing a *Rostrum* article around the survey data and also what the next steps are. Christy emphasized the need to acknowledge the work for those working on this and the need to communicate what the future steps are, so that the project does not fall apart without any continuity. This needs to move forward from one committee to the next. Anyone can write a *Rostrum* article and the topic does not necessarily need to Exec approval before a *Rostrum* article submission. It can be on any topic, not just a topic that is approved.

**XI. Collaborations Update:** The committee chair and TASSC chair are working with Puente and Umoja directors on data for TASSC's Effective Transfer Practices paper. Also, Elizabeth I., and Eileen Tejada from EDAC are working with Umoja/A2MEND's Abdul Buul on an anti-racism *Rostrum* article.

**XII. Spring Plenary Break Out Session Ideas:** A list of breakout topics was reviewed by FLDC. Additional ideas were presented. Topics can be submitted outside of committee purview. Please add ideas to the Google document by January 8, 2020.

**XIII. CTE Non-Credit Institute Breakouts:** This occurred with a joint meeting with La Tonya Parker's Basic Skills-Noncredit Committee and Carrie Roberson's CTE Committee. They started organizing and creating the CTE Non-Credit Institute. Part of the FLDC Committee's charge in regards to the Strong Workforce recommendations is to provide training sessions for counseling practices in the field of CTE. Maybe next year's committee can take this one on with TASSC, but chair is asking current FLDC committee for suggestions on breakout sessions for CTE Non-Credit Institute. Consider CTE counselors to have a breakout on practices related to CTE. Michelle and Sam will work on this, but send them any names of CTE or Noncredit faculty as recommendations.

**XIV. Announcements:**

- A. Amazon Smile can help the ASCCC Foundation which is supporting the revised Faculty Academy. Encourage local faculty to join.
- B. Encourage local campus to send to Faculty and Staff Diversity Symposium March 19-20, 2020 in Sacramento.
- C. Part time institute is January 23-25 in Napa.
- D. Looking for faculty of color in San Diego area to help with Accreditation Institute February 21-22 in La Jolla. Send recommendations to Stephanie Curry.

**XV. Closing Comments and Reflections:** Next meeting is January 16, 2020 from 3:00 p.m. to 4:30 p.m.

**XVI. Adjourned** at 4:33 p.m.

**In Progress:**

- Womyn’s Survey—evaluation of data and next steps
- Anti-Racism *Rostrum* article
- Creating 2020 Faculty Leadership Academy plan
- Caucus Structure Revision updates

**Completed Tasks:**

- Part II: Merit and Fit *Rostrum* article
- Collaborations—chair meet with Puente directors on October 30, attended Umoja Education Summit October 31, CCC LGBTQIA+ Summit 2019 panelist
- *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 Success and Equity Report Card for CCCs
- Updated the FLDC charge/description
- Womyn’s Leadership Survey distributed in September