



# Academic Senate for California Community Colleges

LEADERSHIP. EMPOWERMENT. VOICE.

## Faculty Leadership Development Committee

Thursday, February 20, 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  
Meeting called to order at 3:01 p.m.

Michelle Bean—Chair  
Sam Foster—2<sup>nd</sup> Chair

Elizabeth Day (absent)  
Elizabeth Imhof  
(absent)

Christy Karau  
Luke Lara (absent)  
Emilie Mitchell

- II. Minutes Volunteer: Sam agreed to take the notes

- III. January Minutes Approval

- IV. Shout Outs and Affirmations

- V. Faculty Diversification

- A. CCCCCO Diversity Workgroup

- 1. Recap of January 22 meeting

- Met with ACHRO, CCLC, CIOs came up with a grid that included discussion of process, tools needed, guidance/needs from CCCCCO and others

- 2. Model Hiring Processes: FLDC addressing #2, 3, 4, and maybe #10

- Examined selected parts of the process from the grid that had little or no guidance in other places like EEO handbook and ASCCC Hiring Paper. Volunteers needed to help fill in the grid (including guiding principles and models/tools) for presentation at Spring Plenary. Present at plenary on the working document with input from system partners.

- 3. EEO 2016 Handbook—some processes already detailed

- 4. Zoom meeting with ACHRO, CIO, and CSSO representatives—need a date

- Possible Monday or Wednesday mornings or possible Thursday afternoon request for meeting in March

- B. Faculty Hiring

- 1. FLDC Responsibilities

- a) FLDC Charge from Exec: Model Hiring and Appointment Processes (ASCCC Exec Goals)

- b) Resolution Fall 2015 12.01: Training Module for Hiring to Meet Diverse Student Needs
  - 2. Pre-resolutions for Area meeting packets due February 21
    - Resolution for improving title 5 language—click here to make comments on resolution
    - The committee looked at the resolution and recommend sending it forward.
  - 3. Guiding Hiring and Appointment Principles--click here to make comments
    - The committee will continue to work on the grid to flesh it out more.
  - 4. Model Hiring Processes--click here to make comments
- VI. Spring Plenary Sessions Assigned
- 1. Guiding Principles for Hiring Committees and Appointments (Bean, Imhof, Olivio, Buul)
    - Jennifer Mendoza was also invited and may recommend someone from CIO group.
  - 2. Model Hiring Processes (Bean, Lara, Fermin Villegas) Emilie volunteered to help with this.
  - 3. Brown Act and Senate Committees (Bean and Roberson)
  - 4. First Minimum Qualification and Equivalency: An Equity-Minded Framework (Bean, Roberson, Eikey)
- VII. Faculty Leadership Academy
- A. New Academy Proposal—click here Committee recommending sending this forward
  - B. Next Steps: FELA Framework and Mentor Handbook (Mitchell, Day, Bean) Submitted to Exec for consideration at March meeting.
  - C. Applications updated—click here to view. Updates to include fee structure and details were approved by committee.
  - D. CSU Credit or Flex Credit—Executive Director still investigating. Currently being researched by the ED.
  - E. Faculty Leadership Institute draft due February 18—ideas for break-outs sent to Exec Director:
    - 1. Share Your PD Needs: Help Inform Us of Your Professional Development Wish Lists in this Brave Space
    - 2. Changing Campus Culture: A Panel Discussion from Practitioners at Equity-Minded, Anti-Racist Institutions
    - 3. Pre-Session: Faculty Empowerment and Leadership Academy DAY 1
- VIII. Womyn’s Survey and Faculty of Color Intersectionality
- A. New Survey approved: Click here for updated survey questions for faculty of color groups
  - B. Professional organizations to send new survey: Puente, Umoja, A2MEND, APIHE, Latina Leadership Network, LGBTQ+ CC listserv, senate presidents, Social Justice listserv, Ethnic Studies listserv, all liaison groups
  - C. *Rostrum* article—Bean, Karau, and Rebecca Eikey
- IX. Evaluating Professional Development Activities
- A. Standard ASCCC Event Survey Tool Committee approved updates to Gender/Ethnicity questions
  - B. Survey to return for approval at March Executive meeting—click here to comment
- X. Collaborations Updates
- A. Puente and Umoja Directors working on data for TASSC Transfer paper—did that go okay? Sam will reach out again to Eds
  - B. Anti-Racism Work
    - 1. *Rostrum* article—Imhof and Buul
    - 2. EDAC Update—working on tools for anti-racism work: pledge, resolution, and call for a paper.

- XI. Caucus Structure
  - A. ASCCC website updated
  - B. Caucus leaders invited to write *Rostrum* article on restructuring—Bruno, Bean, Roberson responded
  
- XII. CTE-Noncredit Institute—Breakout proposals due Feb 7
  - A. Our Strong Workforce Charge
  - B. FLDC suggestions sent to CTE and Noncredit Chairs—click here
  
- XIII. Announcements
  - A. CCCCO and ASCCC Faculty and Staff Diversity Symposium—March 19-20, 2020 in Sacramento
  - B. Check for upcoming events at <https://asccc.org/calendar/list/events>
    - Accreditation Institute in La Jolla February 21-22
    - Area Meetings March 27 or 28
    - Guided Pathways Workshops March 13 at Fresno City and March 20 at Santiago in Orange
    - Spring Plenary in Oakland April 16-18
  - C. Join Amazon Smile—find ASCCC Foundation
  - D. Application for Statewide Service
  
- XIV. Closing Comments and Reflections
  - A. Next meeting: March 19 at 3:00—4:30 p.m.
    - 1. April meeting change needed—before Plenary or after (April 9 or 23)? April 23 is recommended for new meeting date
    - 2. June meeting—tentative change to June 11? Will decide at next meeting
  - B. In-Progress and Completed Tasks review
  - C. Any other final comments or suggestions? None
  
- XV. Adjournment at 4:38 p.m.

**In Progress:**

- Womyn’s Survey—evaluation of data *Rostrum* article
- Anti-Racism *Rostrum* article
- Caucus Structure *Rostrum* article
- New Faculty Leadership Survey Questions
- ASCCC Event Survey Update
- 2020 FELA Framework and Timeline

**Completed Tasks:**

- *Rostrum* article: Let’s Talk About Sex! And Gender, and 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