



# Academic Senate for California Community Colleges

LEADERSHIP. EMPOWERMENT. VOICE.

## Faculty Leadership Development Committee

Thursday, January 16, 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—all present. Meeting began at 3:03 p.m.  
Michelle Bean—Chair  
Elizabeth Day  
Christy Karau  
Sam Foster—2<sup>nd</sup> Chair  
Elizabeth Imhof  
Luke Lara
- II. Minutes Volunteer: Thank you, Sam!
- III. [December Minutes](#) were approved.
- IV. Shout Outs and Affirmations
  - A. Congratulations Elizabeth Day, who shared that she passed certified medical surgical nurse exam.
  - B. Congratulations to Santa Barbara College Faculty Mentor Program for receiving the ASCCC Exemplary Award Honorable Mention. Thank you, Elizabeth Imhof for sharing.
  - C. Thank you to Emilie Mitchell for contributing to the Faculty Empowerment and Leadership Academy redesign with Elizabeth Day and for writing a *Rostrum* article with Michelle for the winter issue.
- V. Evaluating Professional Development Activities
  - A. Standard ASCCC Event [Survey Tool](#)
  - B. Additional survey questions and verbiage to suggest to Exec to add to event tool—[click here](#). Thank you, Luke, for helping to create the new questions. The committee reviewed the document and made a suggestion for question #16 regarding tenure process education; no other concerns. Consented to move forward with the new questions to be sent to Exec for its February meeting.
- VI. Faculty Leadership Academy
  - A. New Academy Proposal—[click here](#). Recommended some modifications for the process including starting the recruitment earlier than May. Foundation recommended increasing the number of mentors/mentees to 15-20. Exec would like to see a line item request for the ASCCC 2020-21 budget.
  - B. CSU Credit or Flex Credit: Check with the Executive Director to see if CSU credit is a viable

- option.
  - C. Next steps: Develop a workplan for implementation. Michelle and Elizabeth Day will meet with Emilie Mitchell on Monday to review the next steps.
  - D. Faculty Leadership Institute draft due February 18—ideas for break-outs? FLDC ideas: Panel on promising professional development practices that change culture. Breakout roundtable discussion on professional development.
- VII. Womyn’s Survey and Faculty of Color Intersectionality
- A. New Survey: [Click here](#) for possible additional questions to identify needs of faculty of color. Recommendation of committee to send new survey request to Exec for its February meeting.
  - B. Professional organizations to send new survey: Puente, Umoja, A2MEND, APIHE, Latina Leadership Network, LGBTQ+ CC listserv, any others? No other recommendations from FLDC.
  - C. Next steps *Rostrum* article: Christy Karau and Rebecca Eikey
    - *Rostrum* due date March 9. Meeting with Christy and Rebecca on Friday to start brainstorming.
- VIII. Caucus Structure
- A. Executive Committee feedback reviewed on suggested updates—[click here](#) for proposal.
  - B. Caucus Spring Plenary sessions moved and staggered. FLDC appreciates the new format.
  - C. Caucus leaders invited to write *Rostrum* article on changes.
- IX. Spring Plenary
- A. FLDC [Spring 2020 Suggestions](#). Several FLDC suggestions were approved as topics for spring Plenary; reviewed with committee.
  - B. Reviewed sessions [Approved by Executive](#). Elizabeth Imhof, Luke, Michelle, and Sam will all be at Plenary to present on various topics.
  - C. Pre-Resolutions due February 21—any suggestions?
  - D. FLDC requests:
    - Professional development for anti-racism resolution is needed.
    - EEO resolution is a possibility.
- X. Faculty Hiring Criteria
- A. Spring Plenary sessions assigned.
  - B. EDAC and S&P collaboration on Faculty Diversification Toolkit Module on January 22 to start brainstorming tools and topics. Send Michelle any ideas for a possible toolkit or module.
    - FLDC Charge from Exec: Model Hiring and Appointment Processes ([ASCCC Exec Goals](#))
    - [Resolution Fall 2015 12.01](#): Training Module for Hiring to Meet Diverse Student Needs
- XI. CTE-NonCredit Institute
- A. Our [Strong Workforce Charge](#)
  - B. FLDC suggestions were sent to CTE and Noncredit Chairs—[click here](#) to see ideas.
- XII. Collaborations Updates
- A. Puente and Umoja Directors working on data for TASSC Transfer paper.
  - B. Umoja/A2Mend Abdul Buul working with Elizabeth Imhof and Eileene Tejada on anti-racism *Rostrum* article.
    - *Rostrum* due date March 9. Elizabeth Imhof shared that the first outlining meeting went well; they have a timeline and possible two-part article.

- C. Suggestion—to reach out to Umoja and Puente for Leadership Academy participants.
- XIII. Announcements
- A. CCCCCO and ASCCC Faculty and Staff Diversity Symposium—March 19-20, 2020 in Sacramento
  - B. Diversity Award due February 14
  - C. Check for upcoming events at <https://asccc.org/calendar/list/events>
    - [Transfer Webinar](#)—alignment of ADT and UC Pathways January 22
    - Part Time Institute in Napa January 23-25
    - Accreditation Institute in La Jolla February 21-22
    - Area Meetings March 27 or 28
    - Spring Plenary in Oakland April 16-18
  - D. Join Amazon Smile—find ASCCC Foundation
  - E. [Application for Statewide Service](#)
- XIV. Closing Comments and Reflections
- A. Next meeting: February 20 at 3:00—4:30 p.m. Luke at a conference for next meeting.
  - B. In-Progress and Completed Tasks reviewed. We rock—great progress on strong and thoughtful list of work completed.
  - C. Any other final comments or suggestions? None.
- XV. Adjournment at 4:35 p.m.

**In Progress:**

- Womyn’s Survey—evaluation of data and next steps *Rostrum* article
- Anti-Racism *Rostrum* article
- New Faculty Leadership Survey Questions
- ASCCC Event Survey Update
- Creating 2020 Leadership Academy WorkPlan
- Caucus Structure *Rostrum* article

**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