



Academic Senate for California Community Colleges

LEADERSHIP. EMPOWERMENT. VOICE.

Faculty Leadership Development Committee

Thursday, March 19, 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 3:00 p.m.

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|-----------------------------------|---------------------|---------------------|
| Michelle Bean—Ch(P) | Elizabeth Day (P) | Luke Lara (P) |
| Sam Foster—2 nd Ch (P) | Elizabeth Imhof (P) | Emilie Mitchell (A) |
| | Christy Karau (P) | |

- II. Minutes Volunteer – Luke Lara—thank you!

- III. [February Minutes](#) – Approved by consensus.

- IV. Shout Outs and Affirmations – Shout outs to Luke Lara, Elizabeth Imhof, and Mayra Cruz for helping Michelle Bean on creating the Model Hiring Processes and Principles Grid.

- V. Faculty Diversification
 - A. CCCCCO Diversity Symposium on March 20—cancelled
 - B. Model Hiring Processes and Guiding Principles Zoom meeting with ACHRO, CIO, and CSSO representatives—fill out this [Doodle Poll](#) – FLDC members are welcome to join the meeting. The Model Hiring Process Grid is available [here](#) and we are requesting FLDC members provide input by Thursday, March 26, prior to the March 30 meeting with the ACHRO, CIO, and CSSO representatives. In particular, review and provide input for the on the following:
 - 1. Column E: Activity Models--write a detailed example for colleges to use as a model practice that is based on the Principle and Guiding Questions for that hiring process.
 - 2. Column G: Tools and Resources--place hyperlinks to model tools from colleges, ASCCC, or CCCCCO.
 - 3. Update any language or edit anything needed in the other columns.
 - C. Disproportionate Impact Tool from RP Group described and Infographic from Umoja shared.
 - D. Faculty Hiring Resolution: [Pre-resolutions Packet](#) – Given that the Spring Plenary is cancelled for now, it is uncertain when these resolutions will go forward.

- VI. Spring Plenary
 - A. Updates – Cancelled due to COVID-19. Area meetings are cancelled as well. Elections will be

held electronically; however, when and how is still to be determined. There is discussion at the last Executive meeting about combining the spring Plenary with another institute, such as the Curriculum Institute in July; however, nothing has been decided yet. Another possibility is to host a virtual conference. There are several concerns with both ideas.

- B. Professional Development Needs (Re: COVID-19 issues) – It is clear that the most pressing issues are to respond to the immediate needs of the field in regard to going virtual in instruction and in governance. Ideas for professional development include:
 - 1. How do you do governance in this era of long-lasting crisis situations (e.g. Brown Act)?
 - 2. How do we support faculty to teach online when they haven't before?
 - 3. How to maintain self-care when your life has turned online?
- C. Sessions [Assigned](#) – Each of the following sessions has been cancelled indefinitely:
 - 1. Guiding Principles for Hiring Committees and Appointments (Bean, Imhof, Olivio, Buul)
 - 2. Model Hiring Processes (Bean, Lara, Fermin Villegas)
 - 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. [FELA Framework](#) approved by Exec with suggestions—anticipated Summer 2020 start. RECOMMENDING TO POSTPONE by consensus with the following direction: Postpone to June 2021, however, include information on the ASCCC website starting this summer AND submit the CSU credit proposal to Sac State by May 2020.
- B. Next Steps:
 - 1. Mentor Handbook (Mitchell, Day, Bean)
 - 2. Executive Director Mica working on Fees structure—Reviewed the email and spreadsheet sent by E.D.: \$2,622 (no event registrations) or \$4,457 (with event registrations) per participants (mentor and mentee).
 - 3. E.D recommending charging participants for the pilot year – Committee agreed that we should also ask the AS Foundation to sponsor scholarships.
- C. FELA Applications updated—[click here](#) to view; applications are ready to be published once fee structure is confirmed.
- D. CSU Credit—see E.D. [email here](#)
 - 1. Continuing Ed units for \$85 per participant.
 - 2. Need a volunteer to complete application and create curriculum outline – Elizabeth Imhof and Michelle Bean volunteered to complete by May.
 - 3. Question: Will the E.D. be the instructor of record? Is there any minimum qualifications needed?

VIII. Womyn's Survey and Faculty of Color Intersectionality

- A. [New Survey](#) approved for faculty of color groups – This survey was sent out on 3/12/20 with unfortunate timing, given the emerging crisis across the state and system around COVID-19. The committee consensus and preference is to delay resending until late August/early September, with the goal to capture results by September 30, 2020.
- B. ED working to send survey this month to the following: 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—thank you for your hard work!

- IX. Evaluating Professional Development Activities
- A. Standard ASCCC Event Survey—suggestions approved at March Executive meeting—[click here](#) to see the Exec comments and approvals. The ASCCC Office should be implementing all new questions soon; some are already updated with FLDC recommendations.
- X. Collaborations Updates
- A. Puente Executive Director was to present at Plenary. Both Puente and Umoja E.D.s were invited.
- B. Umoja/A2MEND Ed Summit—EDAC Chair Mayra attended for Bean—thank you!
- C. Anti-Racism Work
1. [Rostrum article](#)—Imhof and Buul—thank you for your hard work! Part Two of the article may be submitted for the next *Rostrum* in fall.
2. EDAC Update—they are working on tools for anti-racism work: pledge, resolution, and call for a paper (on hold due to cancellation of Plenary).
- XI. Caucus Structure
- A. [Rostrum article](#) on caucus restructuring—co-authored by Bruno, Bean, Roberson—thank you for your hard work! All caucus leaders were invited to collaborate on this article.
- XII. Professional Development College
- A. Update: Executive Committee approved OERI to work on and update PDC modules focused on students and classroom practices (e.g., Incarcerated Ed and Curriculum).
- XIII. Curriculum Institute
- A. Ideas for breakouts:
1. How have colleges handled the need to move all instruction online during the COVID-19 crisis?
2. What lasting effects has this had on the system?
3. What did we learn and what needs to change permanently in our local/state policies/processes to adapt to emergent crises?
- XIV. Announcements
- A. Check for upcoming events at <https://asccc.org/calendar/list/events>
- Area Meetings—cancelled.
 - Spring Plenary—cancelled in Oakland.
- B. Join Amazon Smile—find ASCCC Foundation
- C. [Application for Statewide Service](#)
- XV. Closing Comments and Reflections
- A. Next meeting: April 23 at 3:00—4:30 p.m.
- B. June meeting—tentative change to June 11? Will discuss at April meeting.
- C. In-Progress and Completed Tasks reviewed.
- D. Any other final comments or suggestions? None.
- XVI. Adjournment at 4:29 p.m.

In Progress:

- Model Hiring Practices and Guiding Principles
- CSU Continuing Education Units Course Outline of Record and Application for FELA to Sac State
- Part II: Faculty Hiring in an Anti-Racism Institution *Rostrum* Article for Fall 2020

Completed Tasks:

- Faculty Leadership Survey Questions for Faculty of Color (Fall 2020 resend)
- Faculty Empowerment and Leadership Academy (FELA) Framework and Applications (Summer 2021)
- ASCCC Event Survey Questions on Gender, Race, Ethnicity
- *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