



Academic Senate for California Community Colleges

LEADERSHIP. EMPOWERMENT. VOICE.

Faculty Leadership Development Committee

Thursday, May 21, 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.

Michelle Bean—Chair	Elizabeth Day (absent)	Luke Lara
Sam Foster—2 nd Chair	Elizabeth Imhof	Emilie Mitchell
	Christy Karau	

- II. Minutes volunteer—Emilie Mitchell agreed to take notes for 5/21 meeting.

- III. [April Minutes](#)—No additions or corrections added to April Minutes.

- IV. Lean-in and check-in—Members shared what shows to watch.

- V. Faculty Diversification Work
 - A. [CCCCO DEI Report 2020](#)—review when you get a chance.
 - 1. FON—no suspension, just no penalty. July Board of Governors meeting—will be discussing the FON to address next year’s requirements.
 - 2. There still needs to be hiring on campuses.
 - B. Prop 209 [ACA 5](#) (constitutional amendment)—Exec voted to support repeal of section 31 of ACA 5; Leg and Advocacy chair will craft and send letter to legislators.
 - 1. Amendment would repeal prop 209. Prop 209 disallowed the use of race as a factor in hiring and admissions (aka, affirmative action).
 - 2. Michelle sent letter/sample language to all of us to forward to folks on our campuses.
 - C. Model Hiring Processes and Guiding Principles Zoom meeting with ACHRO, CIO, and CSSO Representatives vet Canvas shell on May 27.
 - D. Review our [Model Hiring grid](#)
 - 1. [Canvas shell](#)—reviewed components of module.
 - 2. Missing tools and resources
 - a) Missing a tool/resource for forwarding the final candidates to final interview.
 - b) In general, more tools would be preferable. Next year’s committee is encouraged to continue culling together additional tools.
 - E. Other recommendations? Perhaps an intro video from President Stankas?
 - 1. Agreed to encourage next year’s committee to take up this issue, if they are

interested in having a video.

2. Christy brought up the issue of some of the ambiguity in these concepts for those who do equity work and most especially for those who are less steeped in the concepts of equity.
 - a) Ideas include discussing why it matters, a little more guidance for folks based on level of engagement/awareness, and tools from other partners (e.g., Human Resources, CIOs, ACRO). Concept should be on being a practitioner of equity and not a focus on “best practices” model, which is not a shift in mindset. To get to praxis, we must be reflective and assess our principles and practices.
 - b) Idea for video with our partners around issues as a welcome and intro to why it matters. Committee agreed.

VI. [End-of-Year Report](#)

- A. Reviewed the document to submit to next year’s committee as recommendations.
- B. Updated [Committees Priority sheet](#) with completed resolutions.

VII. Anti-Racism Work

- A. ASCCC Professional Development Series—webinar on Opportunities for Positive Structural Change in This Crisis
- B. African-American Student Success Week webinars and [Virtual Town Hall](#) with Umoja/A2MEND and legislators—1,114 attendees at Town Hall.
- C. Latinx Town Hall organized by Colegas and CCCCCO—790 attendees.
- D. *Rostrum* article (Imhof and Buul) to be finished soon.

VIII. Faculty Empowerment and Leadership Academy (FELA) Next Steps—paused till next year.

- A. [FELA webpage](#) went live (May 2020) and info shared in ASCCC newsletter
- B. Budget Line Item--\$10,000 for 2020/2021
- C. Still to complete:
 1. CSU Credit COR and Form
 2. Mentor Handbook
- D. Open questions:
 1. In-person: All agree that in person is preferable, that being said, Elizabeth expressed concerns about how long we might have to wait for the return to normalcy. Concerned that we might want to consider if waiting for face-to-face interactions to return we might lose momentum for FELA.
 - a) No ultimate decision was reached.
 2. Curriculum: Decided to allow the next committee members to develop curriculum (CSU COR and handbook).

IX. Faculty of Color Leadership Opportunity Survey

- A. Due date extended to fall 2020
- B. Survey sent in March to the following:
 - SP Listserv
 - Ethnic Studies Listserv
 - Women Studies Listserv
 - Puente - to EDs Allsopp and Vergara
 - Umoja - to their communications staffer
 - A2MEND - to Dr. Bush
 - APAHE - to President Ali
 - Latina Leadership Network - President Dr. Gomez de Torres
 - LGBTQIA+ Caucus Members
 - Liaison List
 - CCLC - to Agnes
 - Deputy Chancellor Dr. Gonzales

- X. Announcements
 - A. Check for upcoming events at <https://asccc.org/calendar/list/events>
 - 1. Electronic Elections—April 27 to May 15 (3 rounds in eBallots)
 - Full list of winners announced May 18
 - Special Elections if needed May 25
 - 2. [President’s Report](#)
 - B. Ways to help during COVID-19
 - 1. Join Amazon Smile—find ASCCC Foundation
 - 2. Give to Relief and Recovery Campaign at [Foundation for CCC](#)
 - C. [Application for Statewide Service](#)—complete by end of May and forward to colleagues!
- XI. Closing Comments and Reflections
 - A. June 11 meeting—canceled.
 - B. Any other final comments or suggestions? Thank you for a great year!
- XII. Adjournment at 4:33 p.m.

In Progress:

- *Rostrum* article: Part 2: Anti-Racism Hiring Practices
- Model Hiring Practices and Guiding Principles Canvas shell—needs more tools and resources in each section.
- FELA Course Outline of Record—paused till next year.
- Resolution for spring 2020 Plenary: Recommendation to Update Title 5 Language for Second Minimum Qualification—paused because of COVID-19 canceling Plenary.

Completed Tasks:

- Model Hiring Practices and Principles Canvas shell and tool/resources criteria
- Umoja/A2MEND Virtual Town Hall Leg Day planning/communication
- ASCCC Event Survey Questions on Gender, Race, Ethnicity
- Faculty Leadership Survey Questions for Faculty of Color (Reminder: Address results in fall 2020)
- Faculty Empowerment and Leadership Academy (FELA) Framework and Applications (Reminder: Market in fall 2020 for spring 2021)
- *Rostrum* article: Womyn's Survey
- *Rostrum* article: Anti-Racism
- *Rostrum* article: Caucus Structure
- Caucus Guidelines and Criteria updates
- *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