



Academic Senate for California Community Colleges

LEADERSHIP. EMPOWERMENT. VOICE.

Faculty Leadership Development Committee

Thursday, November 21, 2019

3:00 p.m.—4:30 p.m.

Location: 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 – 3:00 p.m.

Michelle Bean—

Chair -present

Sam Foster—2nd

Chair -present

Elizabeth Day -

Absent

Elizabeth Imhof -

Absent

Christy Karau -

Absent

Luke Lara -present

II. Minutes Volunteer—Luke Lara (October Meeting Summary Approval Over Email)

III. Shout Outs and Affirmations

A. Thank you, Elizabeth Imhoff, for assisting with the revision of our FLDC PD Workplan!

B. Congratulations, Elizabeth Day and Madera! Accreditation visit and academic senate officially complete and recognized.

C. Appreciation to Luke for taking the lead on the stellar *Rostrum* article and all the Plenary presentations!

D. Congrats to all for a great Plenary session!

IV. [Professional Development Workplan](#)

A. Approval and assignments for FLDC PD Workplan

1. Establish baseline numbers and %s this year. Next year's FLDC can then add number and % goals based on the baseline data to the workplan.

2. PD Needs survey development: Puente –onboard with sending out a survey to their faculty. Umoja – we still need to ask whether it would be okay to survey faculty. We may want to send out a survey to local AS to gather information. May want to send something out on the Chancellor's Office LGBTQ listserv and other Chancellor's Office listservs. We also have the Womyn's survey. Use the Womyn's survey as a template. Elizabeth Imhof will work with Michelle on a draft. Deadline is December 12 to get onto the Executive Committee's January meeting agenda.

3. Leadership Academy redesign plan: Bean, Day, Bruno, Lara

4. Womyn's Circle and survey findings article: There needs to be more investigation to understand why 16% of respondents feel disrespected on their campuses. 61% of the respondents identified as white. We also need to disaggregate the data from Survey Monkey. Kristy Karau and Julie Bruno will work on this with Michelle.

5. Toolkit Module: We will assign people after Michelle Bean confers with Mayra Cruz (EDAC).

6. Professional Development Workplan – Approved by consensus.

- B. Evaluating Professional Development Activities
 1. [Survey Tool](#) and Aligning to Strategic Plan and/or to Leadership Development Plan – Recommend encouraging Executive Committee to add demographic questions, asking questions about cultural relevance of content, and questions related to sense of belonging.
 2. Deadline—January as suggested by Executive Director; discussion at next Executive meeting. Chair proposes submitting FLDC Workplan as tool for measurement for next year.

- V. [Professional Development College](#)
 - A. [Data](#) of Faculty Enrolled
 - B. Agenda item sent to Exec for December meeting regarding PDC updating.
 - C. Updating Existing Modules—defer to other ASCCC committees and taskforces who are experts.
 1. Reassign – Curriculum 101, ASCCC Participatory Governance, and Teaching Incarcerated Students
 2. Recommend retiring – Programs and Awards, The Course Outline of Record, Programs and Degree Proposals, Focus on CTE, and New Faculty Orientation.
 3. Need to find out how recently people have accessed the modules. Michelle Bean will follow up with Michelle Pilati.
 - D. Creation of New Modules for Faculty Diversification and Equity Practices Toolkit
 1. Social Justice (supports [Vision for Success](#) BOG Commitments)
 2. Anti-Racism
 3. Culturally Relevant Pedagogy
 4. Implicit Bias Training for Faculty Hiring Committees
 5. Teaching, Learning, and Assessment
 6. Other Resources Available in [Vision Resource Center](#)
 - E. Survey regarding professional development needs to Puente, Umoja, A2MEND, others?—Imhoff and Bean to work on this for first draft to go to Executive in January or February.

- VI. Caucus Structure
 - A. Guidelines at <https://asccc.org/communities/caucuses>
 - B. Caucus Description, Guidelines, and Application update by caucus leaders – Michelle shared draft of the recommended changes in language around caucus description, guidelines, and application. Michelle submitted this item to the next Executive Committee meeting agenda. FLDC recommend adding language about the role and responsibilities of the liaison.
 - C. Caucus Plenary Break-out: [Focus Group Results](#) and proposed timeline

- VII. Womyn’s Survey
 - A. [Data Review](#): What are the highlights and themes emerging? Michelle read Christy’s email with review of the data and further questions to consider.
 - B. Next Steps *Rostrum* article: Will ask Christy Karau and Julie Bruno to help with possible article.

- VIII. [Faculty Leadership Academy](#)
 - A. Develop a plan to implement for summer 2020—Michelle and Elizabeth Day and Luke to work on ideas. All FLDC members encouraged to send any suggestions or ideas to Michelle.
 - B. Support from ASCCC Foundation and caucus Leaders—Michelle will continue to work with Julie Bruno, Manuel Velez, Jessica Alabi, Emilie Mitchell for suggestions on the Academy redesign.

- IX. Faculty Hiring Criteria/FLDC Charge: Modeling Hiring and Appointment Processes ([ASCCC Exec Goals](#))
 - A. Use [Faculty Hiring Paper](#) Recommendations (pg.5-8)
 - B. Hiring Criteria Survey in 2018 – Presented at spring 2019 plenary. Resolution is outstanding - Partially complete. Will confer with last year’s chair Mayra Cruz about closing the loop on the resolution.
 - C. Consider EDAC Collaboration on Faculty Diversification Toolkit Module

- X. Collaborations Updates
- A. Puente: Meeting on October 30 with directors, FLDC chair, and EDAC chair
 1. [Puente Professional Development Offerings](#)
 2. Offered to send out PD Survey
 3. Other suggestions on collaboration? – Do Puente and Umoja faculty know about the caucuses? How can we connect more faculty to the caucuses? Michelle will bring this up to Exec and Executive Director as a suggestion to send out in ASCCC Communications.
 - B. Umoja/A2Mend: Educational Summit on October 30-31 and conference on November 1-2
 1. Report given at November Exec meeting
 2. Bean working on Institutional Accountability Report Card group
 3. Parker working on Hiring Committee Equity Practices group—consider a module in the Faculty Diversification Toolkit
 - C. Suggestion—to reach out to Umoja and Puente for Leadership Academy participants.
- XI. Announcements
- A. *Rostrum* articles due January 6—send to Bean by December 30 for editing
 1. Lara’s *Merit and Fit* article finished: [click here](#)
 - B. SAVE the DATES: CCCCO and ASCCC Faculty and Staff Diversity Symposium—March 19-20, 2020 in Sacramento. In-person with S&P, FLDC, and EDAC on February 18 (LACCD) for BoG activities?
 - C. Santa Barbara Affective Learning Workshop—December 19-20 (see Addendum A)
 - D. Check for upcoming events at <https://asccc.org/calendar/list/events>
 - Guided Pathways Webinars and Regionals
 - Hayward Award application due December 13
 - OERI Early Childhood Education Summit—December 13-14
 - E. Plenary [Final Resolutions Packet](#)
 - F. [Application for Statewide Service](#)
- XII. Closing Comments and Reflections
- A. Next Meeting: December 19 at 3:00—4:30 p.m.
 - B. In-Progress and Completed Tasks (below)—brief review
 - C. Any other final comments or suggestions? None
- XIII. Adjournment- 4:36 p.m.

In Progress:

- Part II: Merit and Fit *Rostrum* article
- How To Be an Anti-Racist Campus *Rostrum* article
- Caucus Structure—fall Plenary break-out session focus group redesign plan
- Womyn’s Survey—evaluation of data and next steps *Rostrum* article
- Creating 2020 Leadership Academy Plan
- CCC LGBTQIA+ Summit 2019 panelist

Completed Tasks:

- *Rostrum* article: Convergence of Diversity and Equity: Guiding Principles for Hiring Processes
- Puente Collaboration—chair meet with directors on October 30
- A2Mend Collaboration—A2Mend board members presented at 2019 ASCCC Academic Academy
- Umoja/A2Mend Liaison—chair completed workgroup meetings for Black Student Report Card for CCCs and attended Education Summit October 30-31
- Created FLDC Professional Development Workplan (2019-2023 Logic Model)
- Updated the FLDC charge/description
- Womyn’s Leadership Survey distributed in September

Addendum A

December 2019 Invitation:

Do you want to gain new tools to help your students develop mastery of challenging content, problem-solving skills, and effective communication and collaboration strategies? Do you want to join colleagues from across academic disciplines and programs to work together to comprehensively support students? Are you interested in learning equity-based pedagogy that supports the success of all students? If you have answered yes, the **Affective Learning Institute** is for you!

[Apply for the ALI Here](#)

Please join us for SBCC's Affective Learning Institute (ALI)

The ALI is funded through SBCC's Title III Hispanic Serving Institution Federal grant, **Removing Barriers to STEM Success** that includes many professional development and student support opportunities designed to better serve LatinX and low income students, and benefit all our students. The next ALI will be held December 18-20, 9:00-3:30 at SBCC in the SBCC Luria Library classroom. Breakfast, lunch, snacks, student-centered pedagogy, and collaboration time with colleagues provided each day. You must commit to attend the entire workshop, all three days from 9-3:30. Read the description below to learn more about the ALI and apply.

[Link to description of Affective Learning Institute](#)

Please contact me with any questions. I hope to see you at the ALI!

Elizabeth

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