



Academic Senate for California Community Colleges

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Faculty Leadership Development Committee

Thursday, October 17, 2019

3:00 p.m.—4:30 p.m.

Zoom Meeting

Meeting Summary

The Faculty Leadership Development Committee creates resources to assist local academic senates to develop and implement policies that ensure faculty primacy in faculty 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 development at a statewide level and on the development of new faculty professional development resources to ensure effectiveness and broader access and participation. Through the Professional Development College, the committee supports local faculty development and provides guidance to enhance faculty participation in the areas of faculty development policies, community college faculty professionalism, innovations in teaching and learning, and other topics related to academic and professional matters. The committee advocates for the importance of faculty development activities related to student success, quality faculty teaching and learning, academic and professional matters, and for appropriate levels of funding for such activities.

- I. Roll Call, Call to Order at **3:02 p.m.**, and Agenda Adoption
Michelle Bean—Ch. (P) Elizabeth Day (P) Christy Karau (P)
Sam Foster—2nd Ch. (P) Elizabeth Imhof (P) Luke Lara (P)
- II. Minutes Volunteer and September Meeting Summary Approval—***September meeting summary approved.***
- III. Shout Outs and Affirmations
 - ***Thanks to Christy for hosting us at Sierra College.***
 - ***Thanks to Elizabeth Day for taking minutes in September.***
 - ***Thanks to Luke for taking notes today.***
 - ***Shout out to Elizabeth Day and Madera College for doing the hard work and going through the accreditation process.***
 - ***Revisited Social Norms and did a quick icebreaker on how moving from surviving to thriving.***
- IV. **Committee Charge/Description Final Revision**
 - A. Stakeholders Available: ACHRO, CIOs, CSSOs—***Committee informed of availability of representatives from these groups to help with future work.***
 - B. Executive Meeting Agenda Item Request
Committee approved a new description to recommend to the Executive Committee at its November meeting:

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.

- V. **Professional Development Workplan** Approval – ***Still working on development of a workplan as called for in ASCCC Strategic Plan. Committee engaged in robust discussion focusing on developing a needs statement and will continue working on this professional development plan at our next meeting.***

Synthesis of documents below:

- A. **Year End Report Recommendations**
- B. **2018-19 Professional Development Workplan**
- C. **Strategic Plan**
- D. **Committee Priorities Sheet**
- E. **Executive Goals/Tentative Workplan**
- F. **Vision for Success Diversity, Equity, Inclusion Integrated Plan (newly added—see Shared Google drive for document—will go to Executive Committee for approval)**

- VI. **Faculty Leadership Academy**

- A. Develop a Plan—Need Workgroup Volunteers—***Postponed till November meeting.***
- B. Support from Foundation and Caucus Leaders
We embrace in concept, but we want to postpone as we determine long-term plan. We need to identify barriers first and then develop the leadership academy accordingly.

- VII. **Professional Development College**

- A. Updating Existing Modules—***Defer to other ASCCC Committees.***
- B. Creation of New Modules—***List created at September meeting:***
 - 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 (added)***
 - 6. Other Resources Available in **Vision Resource Center**
- C. Diversity, Equity, Inclusion Survey to Senate Presidents—***Discussed need to garner feedback from senate leaders on gaps in professional development, but concerns arose about meeting the needs statement to reach diverse faculty and engage underrepresented faculty. Discussion will be extended to next meeting.***

- VIII. **Caucus Structure**

- A. Guidelines at <https://asccc.org/communities/caucuses>. Caucus Description and Application Update – ***Michelle will work with Julie Bruno, gather focus group data, and make recommendations for changes to the caucus description and application.***
- B. Caucus Break-out at Plenary: Focus Group—***Break-out planning completed.***
- C. Invitation to Caucus Leaders Sent—***Email invite sent to all chairs of caucuses; confirmation from Latinx, LGBTQAI+, and Black caucus chairs.***

- IX. Womyn’s Survey—***Tabled to next meeting. Request everyone review this and be ready to discuss at next meeting.***

- A. **Data Review:** What are the highlights and themes emerging?
- B. **Next Steps:** Report to Executive Committee? *Rostrum?* Professional Development?

- X. Evaluating Professional Development Activities—**Tabled to next meeting.**
 A. [Survey Tool](#) and Aligning to Strategic Plan and/or to Leadership Development Plan
 B. Deadline—January Suggested by Executive Director; discussion at next Executive meeting. Chair proposes submitting Workplan as tool and measure next year.
- XI. Faculty Hiring Criteria/FLDC Charge: Modeling Hiring and Appointment Processes ([ASCCC Exec Goals](#))
–Tabled to next meeting. Request everyone review this and be ready to discuss at next meeting.
 1. Use [Faculty Hiring Paper](#) Recommendations (pg.5-8)
 2. [Hiring Criteria Survey](#) in 2018
- XII. *Rostrum* article Part II: Merit and Fit (due January 6—**Luke and Michelle will work on article**)
- XIII. Collaborations
 A. Puente: Meeting on October 30 with directors, FLDC and EDAC chairs
 1. [Puente Professional Development Offerings](#)—**Reviewed menu of offerings.**
 2. Suggestions on Collaboration—**Michelle and Mayra will be meeting with directors to get ideas of how to collaborate in the future; Michelle will report back.**
 B. Umoja/A2Mend: Educational Summit on October 30-31 and conference November 1-2—**Michelle and LaTonya were invited; Michelle confirmed attendance and will report back.**
- XIV. Announcements—**Brief review of following:**
 A. Check for upcoming events at <https://asccc.org/calendar/list/events>
 • Area Meetings Highlights
 • Guided Pathways, OER, Curriculum Events and Regionals
 • Plenary (November 7-9 in Newport Beach)—[Early Registration](#) due by October 25—**Michelle, Sam, and Luke to attend Plenary; other committee members unavailable.**
 B. [Application for Statewide Service](#)
- XV. Closing Comments and Reflections—**Brief review of following:**
 A. Next Meeting: November 21 at 3:00—4:30 p.m.
 B. In-Progress and Completed Tasks Review
 C. Any other final comments or suggestions?—**None**
- XVI. Adjournment at **4:36 p.m.**

In Progress:

- Updating the committee charge description
- Creating 2019-20 Leadership Development Plan
- Womyn’s Survey—evaluation of data and next steps
- Caucus Structure—fall Plenary break-out session focus group to garner input
- Puente Collaboration—chair meeting with directors on October 30
- Umoja Collaboration—chair attending Education Summit October 30-31
- CCC LGBT+ Summit 2020—collaboration with Ed Policies committee and ASCCC LGBTQ+ caucus leaders

Completed Tasks:

- *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 Liaison—chair completed workgroup meetings for Black Student Report Card for CCCs
- Womyn’s Leadership Survey distributed in September