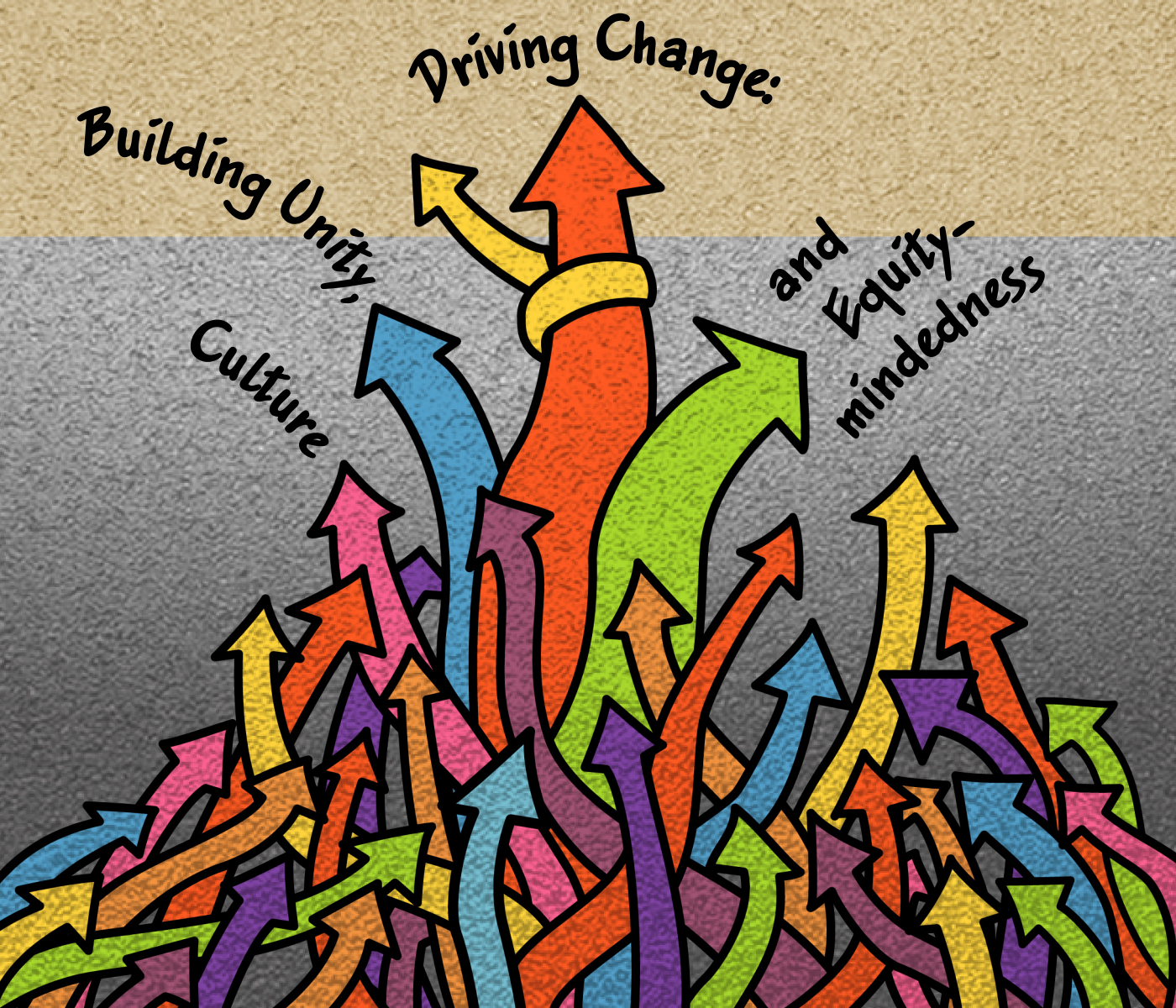


ACADEMIC SENATE FOR CALIFORNIA COMMUNITY COLLEGES

PART-TIME FACULTY INSTITUTE

VIRTUAL EVENT | FEBRUARY 18-19, 2021



MISSION STATEMENT

As the official voice of California community college faculty in academic and professional matters, the Academic Senate for California Community Colleges (ASCCC) is committed to equity, student learning and student success. The Academic Senate for California Community Colleges acts to:

- Empower faculty to engage in local and statewide dialogue and take action for continued improvement of teaching, learning, and faculty participation in governance
- Lead and advocate proactively for the development of policies, processes, and practices
- Include diverse faculty, perspectives, and experiences that represent our student populations
- Develop faculty as local and statewide leaders through personal and professional development
- Engage faculty and system partners through collegial consultation

VALUES STATEMENT

Leadership The Academic Senate champions and models the effective leadership role of faculty at their colleges and at the state level, promotes the inclusion of leaders from various backgrounds and experiences in order to represent all faculty, and fosters faculty participation in governance to effect change and promote student success. The Academic Senate facilitates and supports the development of faculty leaders. The Academic Senate is respectful and reflective in its work and relationships and expects accountability from its leaders. In all its activities, the Academic Senate adheres to the highest professional ethics and standards.

Empowerment The Academic Senate empowers faculty from diverse backgrounds and experiences in order to promote inclusiveness and equity through its publications, resources, activities, policies, and presentations. The Academic Senate collaborates with other statewide organizations, and with administrators, trustees, students, classified professionals, and others, to develop and maintain effective relationships. The Academic Senate believes that collaboration with others and faculty engagement improve professional decisions made locally and at the state level.

Voice The Academic Senate promotes faculty primacy in academic and professional matters as established in statute and regulation. The Senate is the official voice of the California The Academic Senate asserts faculty primacy in academic and professional matters as established in statute and regulation and incorporates diverse perspectives as a means of reaching reasoned and beneficial results. The Academic Senate is the official voice of the California community college faculty in statewide consultation and decision making regarding academic and professional matters and, through leadership and empowerment, endeavors to make each local senate the voice of the faculty in college and district consultation and decision making. The Academic Senate values thoughtful discourse and deliberation and centers its work on student success.

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Welcome

Welcome to the fifth annual Part-time Faculty Leadership Institute! The Part-time Committee of the Academic Senate for California Community Colleges excitedly invites you to engage in the variety of sessions and networking opportunities designed to support your intersectional interests and needs.

The focus and framing of this year's institute is highlighting your voice and acknowledging your power as a critical mass of faculty in the California Community Colleges system. This is a significant time in history to be on the forefront of driving change toward unity, culture, and equity-mindedness. The breakout sessions hosted by stellar part-time faculty colleagues from across the state will emphasize this theme of driving change. The sessions are designed to highlight contemporary issues and delightful enigmas that part-time faculty face as formerly known (pre-pandemic) "freeway flyers."

We will open the institute with the student perspective and will specifically address, in our second-day general session, the dichotomy and interaction of theory and praxis that many part-time faculty members find themselves navigating alone. We encourage you to ask questions and engage in the informal table talks, breakout session Q&As, and

the final general session. Additionally, there are opportunities to sign-up for a session with ASCCC leaders for a curriculum vitae review. At the close of the institute, please join us for a networking hour to end in social connection and celebration.

We are also excited to share that for the first time in ASCCC history, this year's institute presenters are invited to publish their presentation material and content in an academic article for conference proceedings, our new Part-time Faculty Leadership Conference publication. Please be on the look out for this publication in late spring; we will be posting an electronic version on the ASCCC website.

We hope that our time together during this institute provides brave spaces to boost collaborative discussion and to honor the unique perspectives part-time faculty bring to college campuses. Thank you for joining our efforts in collectively driving change toward more equitable environments, systems, and classrooms. You are valued!

– ASCCC Part-time Committee

GUIDELINES FOR DIALOGUE | COMMUNITY EXPECTATIONS

1. **Be true to yourself.** We want to create an atmosphere for open, honest exchange.
2. **Commit to learning from each other.** Listen to each other and acknowledge that we all come from different backgrounds, skills, interests, abilities, and values. We realize that it is these very differences that will increase our awareness and understanding through this process.
3. **Acknowledge each other's experiences.** We will not devalue people for their experiences, lack of experiences, or difference in interpretation of those experiences.
4. **Trust that others are doing the best they can.** We will try not to 'freeze people in time' but leave space for everyone to learn and change through our interactions with one another.
5. **Challenge the idea and not the person.** If we wish to challenge something that has been said, we will challenge the idea or the practice referred to, not the individual sharing this idea or practice.
6. **Speak your discomfort.** If something is bothering you and you are open to sharing, please share it with the group. Often our emotional reactions to this process offer the most valuable learning opportunities.
7. **Step Up, Step Back.** Be mindful of taking up much more space than others. On the same note, empower yourself to speak up when others are dominating the conversation.

(adapted from the University of Michigan Program on Intergroup Relations, IGR)



Thursday

February 18, 2021

GENERAL SESSION 1 WELCOME 3:00 - 4:00 P.M.

Part-time Faculty Driving Change by Building Unity, Culture, and Equity-mindedness

Shailah Arreola-Bittner, Mt. San Antonio College

Michelle Velasquez Bean, ASCCC At-large Representative (moderator)

Joseph Newton-Candelaria, Copper Mountain College

Stefany Perez, Riverside College

Jasmine Prasad, Folsom College

Keziah Thomas, Chaffey College

Part-time faculty make up almost seventy percent of the California Community College system. As we think about driving our system to be more equitable, diverse, and inclusive, part-time faculty are integral to this mission. Your dedication to our students is valued and your contributions to the California Community College system cannot be overstated. Building unity and celebrating culture is important to fostering equitable classrooms. This general session will highlight student voices to help faculty frame the equity-driven work that we do daily and provide the much-needed sustenance to continue to do this imperative work on our campuses. We have invited student leaders to share their stories, needs, and encouragement to faculty. Together, we have the opportunity to fundamentally change the experiences of our students as we approach this work with an open mind and empathy for ourselves and others.

Break 4:00-4:30 p.m.

BREAKOUT SESSION 1 4:30-5:30 P.M.

Academic Senate, Shared Governance, and Voting Rights for Part-Time Faculty

Grace Chee, ASCCC Part-time Committee

Virginia “Ginni” May, ASCCC Vice President

California Education Code, especially AB1725 guarantees all faculty, staff and students the right to effective participation in community college governance. In addition, the ASCCC is recognized “to serve as the voice of the faculty” which includes both part- and full-time faculty. However, across many California community college academic senates, part-time faculty experienced “very little or no participation,” from the 2012 survey, as directed by the ASCCC delegates in the ASCCC Resolution 13.09 F10: Best Practices: Integrating Part-time Faculty into Shared Governance. Join this robust discussion on the varying practices of local academic senates and their inclusion of part-time faculty, ancillary findings and voting rights, and how part-time faculty inclusion promotes both diversity and student success. Hear stories from at least one local academic senate who achieved part-time faculty suffrage in 2020.

Navigating Part-time Gigs: Practical Tips I Wish Someone Told Me Sooner

Beth Au, CCC Registry

Luis Zanartu, ASCCC Part-time Committee

Part-time faculty make a significant and vital percentage of the faculty employed in the California Community Colleges system. This session will focus on the procedures, processes, and requirements to remain a viable part-time faculty and to find

opportunities for full-time positions. We will also discuss formal and informal processes that can make part-time faculty careers successful.

Attracting Veterans Towards Noncredit Courses

Cheryl Aschenbach, ASCCC Secretary

Jacqueline Chacon, CCCCCO Veterans Services Lead

Ted Kagan, ASCCC Part-time Committee

In 1944, the United States Congress enacted the Servicemen's Readjustment Act, commonly called the GI Bill, providing benefits to veterans of World War II. Since then, the Act of 1944 has been improved through the 9/11 Veterans Educational Assistance Act of 2008 and the passage of the Forever GI Bill of 2017. These bills currently cover Veterans who are full-time degree students; however, many Veterans have already completed their degree programs, or may be looking to take refresher courses in their chosen professions to help with the transition back into civilian life, or perhaps wish to take a fun class in photography, health and wellness, or storytelling. In this session, we will provide examples of how to attract Veterans towards these valuable noncredit courses.

Moving Beyond Buzzwords: Implementing Diversity, Equity, Inclusion, and Anti-racism

La Quisha Beckum, American River College

Linda Dove, Woodbury University

Star Glover, CSU Northridge

Emilie Mitchell, ASCCC Part-time Committee

As an academy, we are beginning to recognize the need to change our institutions to better serve our students. Words such as diversity, equity, inclusion, and anti-racism pepper email chains and communications from college administrators and colleagues, but what do these words really mean? Please join us for a deeper dive into these concepts with a particular focus on strategies to use your role on campus to affect change.

TABLE TALK 1 5:30-6:00 P.M.

Conversations and Debrief

Karen Chow, ASCCC Area B Representative

Emilie Mitchell, ASCCC Part-time Committee

Join us for an informal chat around the virtual table. We will provide a safe space to engage in smaller group discussions to debrief sessions, ask questions, and share insights with colleagues in Zoom breakout rooms.

SOCIALIZING AND NETWORKING 6:00-7:00 P.M.

Game Night: Acronym Trivia

Steven Chang, ASCCC Part-time Committee

Dolores Davison, ASCCC President

Michelle Velasquez Bean, ASCCC At-large Representative

As part of the California Community College system, we are awash in acronyms for virtually every aspect of what we do. Acronyms are often used as catchy ways to represent an idea and are many times more memorable than the idea itself! Please join us for a lighthearted rendition of Acronym Kahoot! Who knows, we might even learn something useful! If you would like to take part in the competitive fun, please download the Kahoot! app to your smart phone or tablet or just come listen, learn, and have a blast with us. See you then!

CURRICULUM VITAE REVIEW - DAY 1 5:30-7:00 P.M.

Sign up in Pathable

ASCCC Executive Committee

Sign up for this opportunity to have your curriculum vitae, resume, cover letter, or teaching philosophy reviewed by faculty leaders who regularly participate in hiring committees for community colleges. Appointments will be twenty-minute one-on-one Zoom room meetings where participants may screen share documents with seasoned faculty volunteers to receive feedback. Visit Pathable to register for an appointment.



Friday

February 19, 2021

BREAKOUT SESSION 2 9:00-10:00 A.M.

What's Your Why? Practical Ways to Infuse Your Story Into Your Classroom

Ted Kagan, ASCCC Part-time Committee

Emilie Mitchell, ASCCC Part-time Committee

In Zaretta Hammond's fabulous book *Culturally Responsive Teaching and the Brain*, the author provides us with many strategies for building learning partnerships with our students focusing on techniques that generate trust in the classroom. In this workshop, we will discuss how we can use our own personal study to generate trust and build relationships with our students.

Seeking Pipelines and Preparing for the Hiring Process

Mike Harutunian, College of the Canyons

Chelsea Hull, ASCCC Part-time Committee

As part-time faculty, have you ever wondered how the hiring process works behind the scenes? Sometimes, it seems like there are secrets to being a successful part-timer or landing a full-time tenure track interview that no one wants to discuss. Being an adjunct, a part-time faculty member working full-time, has always been complicated. Join us in this session to discuss the history of how the part-time profession came to be what it is today, explore avenues for prospective

employment, and get some practical knowledge to help you stand out in the deepest of part-time pools.

The Local Academic Senate and the Union or Collective Bargaining Agent

Wendy Brill-Wynkoop, College of the Canyons

Grace Chee, ASCCC Part-time Committee

Karen Chow, ASCCC Area B Representative

Virginia “Ginni” May, ASCCC Vice President

The California Code of Regulations Title 5 provides academic senates with the authority as the primary voice in recommendations on all academic and professional matters, while unions or collective bargaining agents address wages and working conditions. Join this session to examine the purviews of the local academic senate and the union or bargaining agent, areas in which the two institutions overlap, and opportunities for part-time faculty involvement.

Curricular Trauma and Decolonizing Your Syllabus

Susan Turner Jones, Santa Monica College

Luis Zanartu, ASCCC Part-time Committee

The constant development of the syllabus can be an onerous process, especially for new part-time faculty, who are often compelled to quickly adapt to changing requirements. The process of matching Student Learning Outcomes and shifting the focus intentionally to include multiple perspectives and to celebrate communities of color may seem complicated but is necessary to avoid the harm and trauma of Eurocentric curriculum on students of color. Giving students opportunities to see themselves and to voice their perspective is critical. This session will discuss ways to meet the requirements, using Canvas tools and curated curriculum, to make the syllabus student-centered, while challenging traditional ideas to meet the important need to decolonize the syllabus.

Break 10:00 -10:30 a.m.

GENERAL SESSION 2 10:30 -11:30 A.M.

Understanding the False Dichotomy of Theory and Praxis: Delightful Enigmas Facing Part-time Faculty

Mayra Cruz, ASCCC Treasurer

Chelsea Hull, ASCCC Part-time Committee

The concept of the false dichotomy centers around disproving the “either/or” idea. How many times have you found yourself in “either/or” situations? Should you finish grading or sleep? Should you take the longer commute for a slightly better pay or should you do volunteer for academic governance and try to get a publication? Part-Time faculty members are constantly being thrown into “either/or” situations, and this session discusses how we can navigate the ambiguity of our field with clarity.

TABLE TALK 2 11:30 A.M.-12:00 P.M.

Conversations and Debrief

Michelle Velasquez Bean, ASCCC At-large Representative

Ted Kagan, ASCCC Part-time Committee

Join us for an informal chat around the virtual table. We will provide a safe space to engage in smaller group discussions to debrief sessions, ask questions, and share insights with colleagues in Zoom breakout rooms.

Lunch Break 12:00 - 12:30 p.m.

BREAKOUT SESSION 3 12:30 - 1:30 P.M.

Active Learning in the Online Environment and Motivating Your Students

Alpha Lewis, ASCCC Part-time Committee

Monica Serafin, Rio Hondo College

Active learning in the online environment is essential during this pandemic, as online learning and remote instruction have become the primary delivery method for instruction. Culturally relevant methodologies and innovative techniques can make the online learning experience engaging. Building active learning into your course shell and including it in your curriculum is an effective way to motivate students. Active learning engages the student on multiple levels by involving them in the course learning and encouraging higher-order thinking tasks such as analysis, synthesis, and evaluation.

Undervalued: Increasing Camaraderie Among Part-Time Faculty

Steven Chang, ASCCC Part-time Committee

Geoffrey Dyer, Taft College

Kevin Lovelace, CCCCCO Curriculum and Intersegmental Support Services

As you may already know, part-time faculty are often undervalued at the institutions they serve. Often, the ones that most accurately recognize the value of part-timers, are other part-timers. As in so many other things, those that understand your situation best are those that are in the same situation. The goal of this session is to build positive relationships and camaraderie with

others. Meet colleagues from your institution or perhaps one you may work with in the future, form supportive groups with other part-timers in your region, and learn about the Vision Resource Center online community available to you.

What's Cultural Relevance in a Classroom?

Karen Chow, ASCCC Area B Representative

Deirdre Mendoza, Glendale Community College

What are we teaching? What are students learning? How can we consider inclusion, diversity, equity, and anti-racist curriculum to support the success of students throughout the California community college system? Join this interactive session to consider ways that we must adapt our virtual classroom to the complexities of students' lived experiences. How can we ensure that part-time faculty have the same freedoms and protections of academic freedom as full-time faculty when discussing timely topics such as Black Lives Matter and Students with Disabilities?

Student Services and Care in a Pandemic

Martin Gomez, ASCCC Transfer, Articulation, Student Services Committee

Emilie Mitchell, ASCCC Part-time Committee

As educators and researchers know, students do better and are more likely to complete their education goals if they feel connected to their campus. In these unprecedented times when our students are disproportionately impacted by Covid 19, how do we provide much needed student services in the virtual realm? This session will focus on practical steps and strategies we can take as educators and student service professionals to provide much needed services and care online.

Break 1:30-2:00 p.m.

Hot Topics in CTE and Career Pathways

Mayra Cruz, ASCCC Treasurer

Dr. Olivia Herriford, Regional Director, Bay Area Community College Consortium

Alpha Lewis, ASCCC Part-time Committee

California is witnessing a seismic shift throughout all sectors of the economy. Community colleges will continue to play a significant role in preparing our current and future workforce to navigate the changing landscape. These changes will require an adaptive approach to student preparedness. Part-time faculty play a unique role as industry experts. Join us for in an engaging conversation on Career and Technical Education, looking at the role that ASCCC, industry partners, advisory committees, and regional consortiums play in promoting career preparation opportunities for student success.

Unapologetically Passionate: Expressing Emotions and Emotional Labor as a Leader

Angelo Antonio, Santa Monica College

Michelle Velasquez Bean, ASCCC At-large Representative

Jacqueline “Jake” Kozak, East Los Angeles College

How often do you politely smile, nod in compliance, and adjust to situations that just don’t feel right? As we navigate various systems, institutions, campus climates, and classroom situations, the emotional labor it takes to keep an academic job goes unnoticed, and thus, calls for re-attention. With new considerations of emotion, perhaps we recognize our upkeep of professionalism and collegiality as disallowing the possibility for more meaningful labor — labor that better serves us, our students, and our institutions. Join us for a courageous conversation on embracing emotions and finding ways to refuel and assert your voice.

The 411 on Guided Pathways

Brianna Hays, RP Group, Cuyamaca College

Jake Kevari, RP Group, Moreno Valley College

Virginia “Ginni” May, ASCCC Vice President

Guided Pathways is a student-centered, equity-focused approach designed to increase the number of students meeting their educational goals by providing clearly defined programs with high-touch student support throughout the entire college experience. The Guided Pathways is a framework that affects all faculty and students perhaps more than any other institutional initiative. Join this session to get the 411 on the Guided Pathways framework, to learn effective practices that keep students on their path and ensure learning for Guided Pathways Pillar III and IV, and to discover the role part-time faculty can play in a college’s Guided Pathways efforts.

Formerly Known as Freeway Flyers: Addressing the Myths of Balancing the Challenges of Multiple Campuses

Chelsea Hull, ASCCC Part-time Committee

John Lynch, Santa Monica College

Let’s face it--most jobs don’t require you to factor in 3+ hours of commuting between different job sites in a single day. Between sitting in traffic, keeping milk crates in your car to cultivate an office space, or missing your beloved car nap, the “freeway flyer” membership is more common than we think. Join us for this session where we address how to talk about the challenges your job poses with coworkers and family, crafting positive mental health practices for yourself, and reminding you that just because you can travel over 100 miles in a day to teach at three campuses, doesn’t mean you should.

Break 3:00-3:30 p.m.

CLOSING GENERAL SESSION 3:30-4:30 P.M.

Driving Forward: The Part-time Life—Navigating Your Needs, Background, and Challenges

Michelle Velasquez Bean, ASCCC At-large Representative (moderator)

Steven Chang, ASCCC Part-time Committee

Grace Chee, ASCCC Part-time Committee

Chelsea Hull, ASCCC Part-time Committee

Ted Kagan, ASCCC Part-time Committee

Alpha Lewis, ASCCC Part-time Committee

Luis Zanartu, ASCCC Part-time Committee

Navigating the challenges of working at multiple colleges and within various campus cultures can feel overwhelming. Join us for this session where members of the ASCCC Part-time Committee will share how they draw from their personal and professional backgrounds to empathize, empower, and affirm students and their voices, while balancing and navigating cultures that are not always mindful of how the complicated life of part-time faculty influences their communities and students. Part-time faculty leaders on this panel will highlight their struggles, stories, and perspectives to invigorate and encourage you.

SOCIALIZING AND NETWORKING 4:30-5:30 P.M.

Social Hour: Convo with New Friends

Michelle Velasquez Bean, ASCCC At-large Representative

Karen Chow, ASCCC Area B Representative

Grab your snacks and join us to cheer and celebrate each other at the close of this successful institute. We are excited to have Friday night fun with you all and connect in this informal conversational networking opportunity.

CURRICULUM VITAE REVIEW - DAY 2 11:30 A.M. - 5:30 P.M.

[Sign up in Pathable](#)

ASCCC Executive Committee

Sign up for this opportunity to have your curriculum vitae, resume, cover letter, or teaching philosophy reviewed by faculty leaders who regularly participate in hiring committees for community colleges. Appointments will be twenty-minute one-on-one Zoom room meetings where participants may screen share documents with seasoned faculty volunteers to receive feedback. Visit Pathable to register for an appointment.

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