



# Academic Senate for California Community Colleges

LEADERSHIP. EMPOWERMENT. VOICE.

## Faculty Leadership Development Committee

Thursday, September 19, 2019

10:00 p.m.—2:30 p.m.

Sierra College  
5100 Sierra College Blvd.  
Rocklin, CA 95677  
ROOM B-7

### 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 assess 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.

10:00: Continental Breakfast

10:15: Roll Call, Call to Order, and Agenda Adoption

Michelle Bean—Chair  
Sam Foster—2<sup>nd</sup> Chair

Elizabeth Day  
Elizabeth Imhof

Christy Karau  
Luke Lara

1015—1045: **Shout Outs and Affirmations**

Elizabeth Day to take meeting minutes for today.

- A. Thank you, Sierra College and Christy, for hosting our meeting. Kudos to Christy, who is part of the equity workgroup at Sierra College. They are completing modules and professional development training.
- B. Academic Academy had about 160 registered. Conference was focused on the student experience. Thanks to the student senate for sending representatives and presenting at breakouts. The BOG student member Colm Fitzgerald also presented. Two A<sup>2</sup>Mend board members, Dr. Dyrell Foster and Dr. Walter Jones, did breakouts. Luke gave four presentations.
- C. Luke wrote a stellar *Rostrum* article. Please send him your suggestions and edits in email or give hard copy to him today. At the BOG meeting, Luke was given a shout out for his work on the diversity taskforce.
- D. Thank you to Michelle for organizing this meeting. Checked to make sure everyone had travel forms.
- E. Sam shared that most of this semester’s work is challenging, but experiencing much growth and moving on to living.
- F. Congratulations to Elizabeth D. and Madera Community College Center who will go through Accreditation in October to become a stand-alone college.

## 1045—1055: **Review the Committee Community Norms**

**Authenticity:** Speak truth and allow others speak truth.

**Practice Self-Aware:** Recognizing your potential attachments to issues and open to other possibilities and having self-awareness. Be mindful of own bias and assumptions. Also, to forgive each other and self.

**Collegiality:** Be a trusted ally and avoid labeling based on past decisions or opinions.

**Honor the Space:** Intentional to feel loved we will do shout outs and affirmations. Praise publicly and give criticisms in a positive way. Take time to step back and look at the bigger picture.

## 1055—1110: **The Work of the Committee**

One-year terms and appointed with the last meeting in June 2020. The max to be on a committee is two years. Must reapply each year and suggest selecting different committee interests. The Executive speaks on behalf of the Academic Senate and 115 colleges. All the committees provide advice to executive committee, and they provide the advisory voice. All members on this committee have experiences that are bold and beautiful to share.

## 1110—1210: **Getting to Know You Activity**

1210—1215: Review of documents to highlight where the committee will focus over the next year.

1215—1240: Lunch

## 1240—1325: **Professional Development Plan**

- Reviewed multiple handouts to prioritize future work of the committee (Year End Report and Workplan from last year's FLDC, ASCCC Strategic Plan, Committee Priorities Sheet, 2019/20 Executive Goals)
- Investigate Professional Development College: ASCCC Professional Development College
  - Questions are where does the website live, who has access, and can it be promoted? Can it be partnership? Consider aligning and merging resources for professional development and look to see what training modules are available and which need to be updated.
  - Look at what resources and funding that is available. Look to see if this is feasible, before building content. Maybe start with a survey or a plenary first to see what the faculty body wants as far as the faculty development committee.
  - Ping the Academic Senate presidents to find out what is happening on their campuses. Can the committee with other bodies in the Academic Senate combine a survey to not inundate the Academic Senate Presidents? What is the gap that are missing that the committee is to provide? Send a survey to help identify the gaps.
  - Should the committee look at the modules and then see what needs to be updated? Then there would be discussion as to update or have them removed.
  - Address possible survey of these modules for next meeting. Will marinate and work in it.

## 1325 – 1335: **Faculty Leadership Academy**

- Reimagine Faculty Leadership Academy.
  - **Mentor Program:** For those who will become a senate leader within two years of attending the academy. This did not continue. Reasons could be that it was under the Foundation and did not

- have the funds to support this. Not sure it was working in the way it was intended.
- Could this be an equity issue to have to pay to be a part of this program?
- **Foundation Support New Modules:** Create a new mentoring project? There is some money to use this at present. There needs to be scholarships available.
- The strategic plan is to include faculty that are not well represented.
  - Need to be thoughtful about the criteria that is set. Criteria to be specific for scholarships that will be offered. The program should be designed to provide access to specific faculty populations. Note that this also supports the strategic plan.

### 1335 – Caucus Structure Review with Julie Bruno

- The Faculty Leadership Academy
  - In a caucus, we can leverage their talent toward the academy. The academy was on the back burner for the academic senate. Take a look at the LGQBT Caucus and the Women’s Caucus descriptions. If the committee wanted to bring back the academy and if the Exec agrees then the committee can use the talent toward the academy.
  - A connection with ASCCC Executive Committee might be useful. A great mentorship includes access to the Executive Committee.
  - Consider mentors who are on other ASCCC committees which expands the mentoring network.
  - Exec is not linked with members of the Caucus. Exec can attend, but cannot be members of the caucus.
  - Add that this is an emphasis of cultivating leadership for underrepresented faculty.
- Discussion continued on creating a more active caucus structure.
  - The caucus meets during plenary; however, they could meet at other times.
  - How can a caucus be incorporated into a session? Maybe meet Thursday morning to start the work rather than Friday evening.
  - Maybe create listervs from the academic senate and float ideas between the plenary sessions. Address how the Caucus (ASCCC) should move forward. Address hierarchical structure of caucus leadership.
  - Procedures and guidelines: Caucus should be able to help meet the faculty development need for faculty. Consider changing the description of the caucus to include faculty development.
  - Assigned ASCCC Executive liaisons starting with the Fall 2019 plenary. It is considered that the ASCCC Executive should reach out before plenary to the caucus leaders.
  - Suggestion: Employee research groups are used for equity in recruiting new talent.
  - At next meeting to look at charge and procedures for caucus guidelines and application.
  - There will be a breakout session at Plenary on Caucus structure. The role of the Caucus is not integrated into the strategic process. They have individual voice to vote, but do not have a formal role in providing input. The Caucus needs a more active formal role.
  - Chair will reach out to all the Caucus leaders.
- Fall Plenary—no other committee volunteers for Plenary break-out sessions.

### 2:15 Announcements

- A. Check for upcoming events at <https://asccc.org/calendar/list/events>
  - ESL Recoding (September 23 at Skyline)
  - Guided Pathways Webinars (September 25, October 9, October 23)
  - Open Forum for Hot Topics (September 26)
  - Area Meetings (October 11 and 12)
  - Plenary (November 7-9 in Newport Beach)
    - Early Registration due by October 25

- Scholarships available: Submit your completed application to [foundation@asccc.org](mailto:foundation@asccc.org). Deadline to submit is September 30, 2019.
- Provided by The Academic Senate Foundation: [www.asfccc.com](http://www.asfccc.com)

B. Application for Statewide Service

2:20 Closing Comments and Reflections

- A. Spring In-Person Meeting—maybe in San Diego.
- B. In-Progress and Completed Tasks Review—listed below.
- C. Final comments and suggestions:
  - Chair will thank VPI of Sierra.
  - Do we need to add a standing student role or ACHRO representative to the committee? Discussed asking for a liaison as needed per topic or activity, so by invitation not a standing seat.

**Items for Next Meeting/Unfinished Business:**

- Committee Charge/Description Revision
- Evaluating Professional Development Activities
  - Survey Tool and Aligning to Strategic Plan and/or Leadership Development Plan; May Deadline—January Suggestion by Executive Director
- Finish FLDC 2019-20 Work Plan/Logic Model

2:32 p.m. Adjournment

**In Progress:**

- *Rostrum* article: Convergence of Diversity and Equity: Guiding Principles for Hiring Processes
- Updating the committee charge description
- Creating 2019-20 Leadership Development Plan
- Umoja/A2Mend Liaison—chair attending workgroup meetings for Black Student Report Card for CCCs
- Puente Collaboration—chair reaching out to their leadership for partnering opportunities
- Womyn’s Survey—evaluation of data in October
- Caucus Structure—fall Plenary break-out session

**Completed Tasks:**

- A2Mend Collaboration—Board members presented at 2019 ASCCC Academic Academy
- Womyn’s Leadership Survey distributed in September