

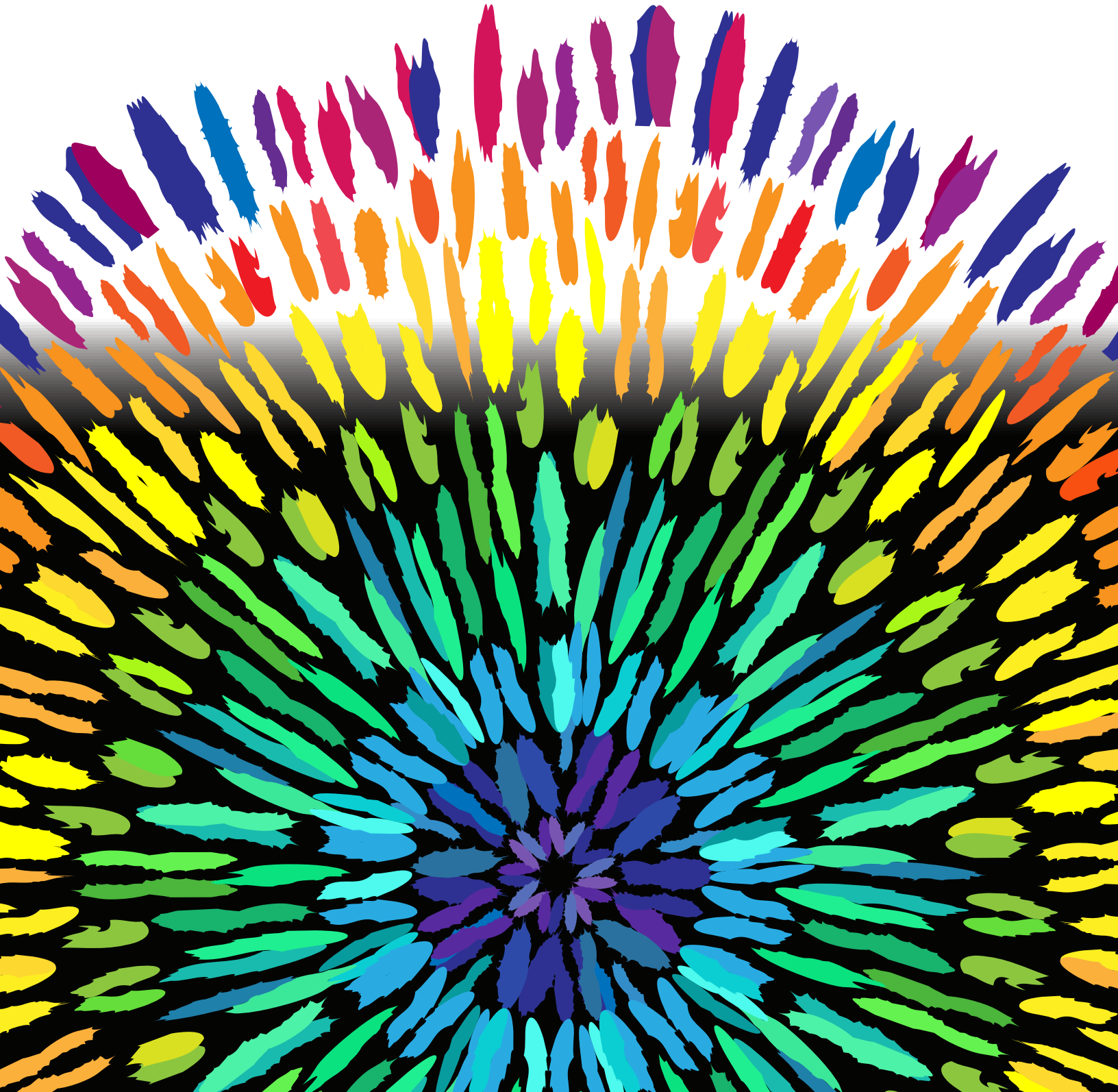


**Academic Senate**  
for California Community Colleges

LEADERSHIP. EMPOWERMENT. VOICE.

# Faculty Leadership Institute

**VIRTUAL  
EVENT**  
**JUNE**  
**17-19, 2020**



## MISSION STATEMENT

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The Academic Senate for California Community Colleges fosters the effective participation by community college faculty in all statewide and local academic and professional matters; develops, promotes, and acts upon policies responding to statewide concerns; and serves as the official voice of the faculty of California community colleges in academic and professional matters. The Academic Senate strengthens and supports the local senates of all California community colleges.

## VALUES STATEMENT

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### **Leadership**

The Academic Senate champions the leadership role of faculty at their colleges and at the state level and fosters effective faculty participation in governance to effect change. The Academic Senate facilitates and supports the development of faculty leaders. The 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. The Senate models effective leadership and promotes the inclusion of leaders from various backgrounds and experiences in order to represent all faculty.

### **Empowerment**

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

### **Voice**

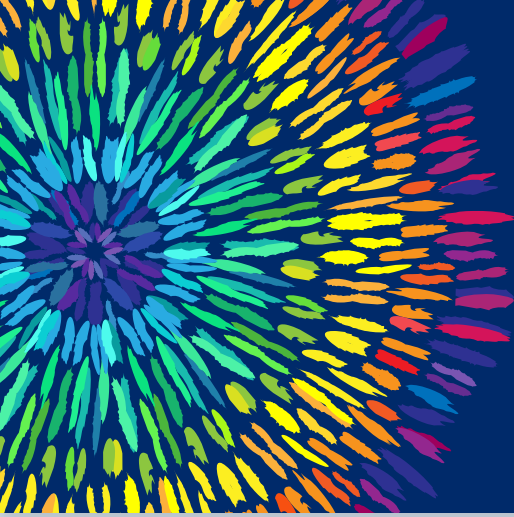
The Academic Senate promotes faculty primacy in academic and professional matters as established in statute and regulation. The Senate is the official voice of the California community college faculty in statewide consultation and decision making and, through leadership and empowerment, endeavors to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

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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)



# Wednesday

June 17, 2020

## GENERAL SESSION 1 9:00 AM - 10:30 AM

### **Welcome**

Dolores Davison, ASCCC President, Foothill College

### **State of the Senate, Governance, and Consultation**

Dolores Davison, ASCCC President, Foothill College

Virginia "Ginni" May, ASCCC Vice President, Sacramento City College

Understanding the authority and role of the academic senate, as well as the roles of students, staff, and administrators, is important for ensuring that a college's governance structure functions well in order to serve its students and the community. This general session is intended to explore the role of the senate in collegial governance processes, discuss how to effectively navigate the community college shared governance landscape, and provide an overview of the structure of governance work being done at the state level.

## BREAKOUT SESSION 1 11:00 AM - 12:00 PM

### **Building Relationships in the Age of Social Distancing: Tools for an Effective Senate**

Sam Foster, ASCCC South Representative, Fullerton College

Manuel Velez, ASCCC South Representative, San Diego Mesa College

Developing effective relationships with administrators, union leaders, board members, and other campus professionals is essential to effective academic senate leadership on

academic and professional matters. While more challenging in an environment shaped by social distancing and virtual meetings, this breakout will focus on how local academic senate leaders can leverage existing relationships and cultivate new ones allowing for courageous conversations around critical issues. Join us to explore creative approaches to empower the voice of senate leaders and ultimately support our students.

## **ASCCC Resources**

Krystinne Mica, ASCCC Executive Director

Stephanie Curry, ASCCC North Representative, Reedley College

Did you know that the ASCCC is a treasure trove of resources for new and experienced senate leaders? Passed resolutions, rostrum articles, position papers, and even this PPT can be found on the ASCCC website. You can also ask any senate related questions and get a formal response from the Executive Committee by submitting a query anytime to [info@asccc.org](mailto:info@asccc.org). Leaders can even arrange to have a local visit from senate experts to work with your local senates. Find out about these essential resources and take a virtual tour the ASCCC website in this interactive breakout.

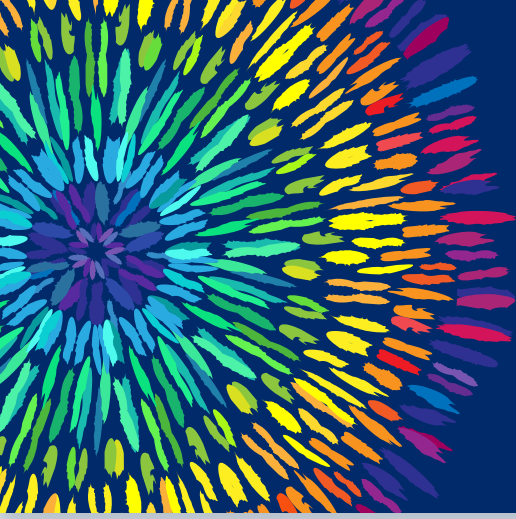
**GENERAL SESSION 2 1:00 PM - 2:30 PM**

## **Local and Statewide Budgets**

Mario Rodriguez, Los Rios Community College

Mayra Cruz, ASCCC Treasurer, De Anza College

This year's California Community College budget proposals contain elements to address COVID-19 and Californians, and students' fundamental needs of the time. What is being proposed and what is changing? How do we mitigate the disruption to instruction and services without compromising the system's focus on equity? In order to better understand the current budget climate, and to ensure budgetary decisions are made to best serve students, faculty leaders should understand how the budget works at the state and at the local level. During this session, the presenters will talk about the impact of the budget reductions and what faculty leaders should watch for.



# Thursday

June 18, 2020

GENERAL SESSION 3 9:00 AM - 10:30 AM

## **Equity Minded Leadership and Faculty Diversification**

LaTonya Parker, ASCCC Area D Representative, Moreno Valley College

Robert Stewart, Jr., ASCCC Area C Representative, Los Angeles Southwest College

Faculty diversification has been adopted as one of the priority areas for ASCCC. Diversification begins with a full understanding and appreciation for individuals with different perspectives, backgrounds, characteristics and qualities who belong. To advance faculty diversification, local academic senates are asked to establish an AAA local academic model. This model includes acknowledgement, accountability and action oriented strategic planning with intentional agenda development. During this session academic senate leaders will discuss achieving common ground and educational benefits of faculty diversity in the California community college system.

GENERAL SESSION 4 11:00 AM - 12:30PM

## **The Brown Act and Local Academic Senates**

Jake Knapp, Los Rios Community College

Michelle Bean, ASCCC At-Large Representative, Rio Hondo College

As legislatively-created bodies, local academic senates are required to comply with open meeting requirements of the Ralph M. Brown Act. What does this mean for local academic senate leaders? Is it just about posting agendas by deadlines, or is there more to consider? Not to complicate things, but how does Governor Newsom's Executive Order N-29-20, which relaxes some of the public meeting requirements of the Brown Act in response to

COVID-19 stay-at-home orders effect local academic senates? This session will help local academic senate leaders understand the basics of the Brown Act and provide effective practices for ensuring a commitment to openness that meets both the letter and the spirit of the law.

## BREAKOUT SESSION 2 1:00 PM - 2:00 PM

### **Brown Act Follow-Up**

Cheryl Aschenbach, ASCCC Secretary, Lassen College  
Carrie Roberson, ASCCC North Representative, Butte College

Do you still have questions about Brown Act or wonder about what is allowable in specific situations? Join colleagues for further dialog about the challenges and opportunities local academic senates face in implementing and adhering to the Brown Act.

### **Creating and Leveraging Collegiality for Leadership Effectiveness**

Michelle Bean, ASCCC At-Large Representative, Rio Hondo College  
Karen Chow, ASCCC Area B Representative, De Anza College

You're a leader and stuff is coming at you from all sides! How do you handle all the requests and all the haranguing, and stay sane? One of the myths of being a leader is that you have to handle everything alone. Join this session to learn how the presenters and others create and leverage a collegial working team to be the best leader possible and to help strengthen your senate. The session will provide concrete strategies and effective practices, as well as opportunities for participation and reflection.

### **Conversation with Pres/VP**

Dolores Davison, ASCCC President, Foothill College  
Virginia "Ginni" May, ASCCC Vice President, Sacramento City College

Join your colleagues in an open conversation about academic and professional matters at both the local and statewide levels. Use this opportunity to ask questions or engage in dialogue regarding current issues being faced by academic senates throughout the state as well as the vision for the ASCCC for the 2020-21 academic year.



## **The Role of the Academic Senate President and Working with your Administration**

Sam Foster, ASCCC South Representative, Fullerton College

Julie Oliver, ASCCC Area A Representative, Cosumnes River College

The academic senate president is responsible for making sure that the academic senate operates effectively. This includes understanding the statutory and regulatory context in which the academic senate operates, and representing the academic senate in advocating for faculty interests. To be an effective leader, the academic senate president must work collaboratively with administration, the board of trustees, and other constituencies to ensure that college processes with regard to academic and professional matters, that is the “10+1,” are followed and respected. Join us as we discuss the roles, responsibilities, and elements of effective leadership working with both faculty and administration as the academic senate president.

### **Self Care**

Mayra Cruz, ASCCC Treasurer, De Anza College

Silvester Henderson, ASCCC At-Large Representative, Los Medanos College

Caring for one’s self requires discipline to attend to the mind, the physical body and our spirit.

As academic leaders, particularly at the present time, we find ourselves perhaps struggling and being challenged by the multiple demands of us. Self-care is crucial for good leadership to be sustained. Self-care prevents overload and burnout, reduces the negative effects of stress and helps us stay focus, while offering our students with effective instruction. Through a melody of sounds, join this session to explore self-care practices to achieve a life-work balance, and to discuss ways to manage the demands of serving as an academic senate president while preserving your own ability to continue to provide strong leadership.

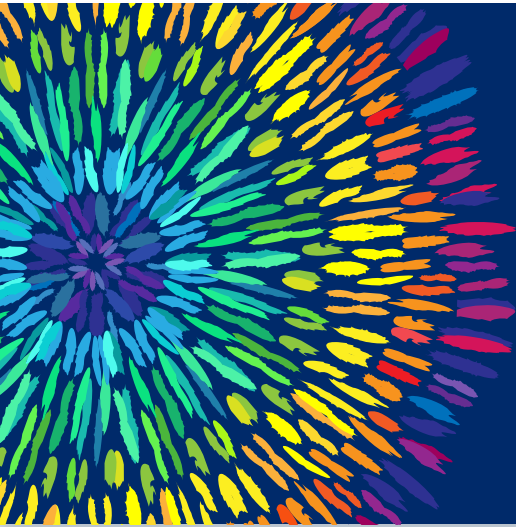
### **Succession Planning**

Cheryl Aschenbach, ASCCC Secretary, Lassen College

Stephanie Curry, ASCCC North Representative, Reedley College

As a local academic senate president, there are many responsibilities that you must undertake. Mentoring emerging faculty leaders is among one of the most important of

those tasks, as it can ensure the health of the academic senate after you have passed the gavel. In this session, we will discuss strategies for growing faculty leaders, for planning leadership succession, and for sustaining effective local academic senate practices. We'll also explore ways to manage workload as a faculty leader.



# Friday

## June 19, 2020

### AREA MEETINGS 9:00 AM - 11:00 AM

Area A	Julie Oliver
Area B	Karen Chow
Area C	Robert Stewart
Area D	LaTonya Parker

### BREAKOUT SESSION 4 11:30 AM - 12:30 PM

#### **Setting a Local Senate Agenda and Running an Effective Meeting**

Stephanie Curry, ASCCC North Representative, Reedley College

Manuel Velez, ASCCC South Representative, San Diego Mesa College

Among the many responsibilities that Academic Senate leaders one of the most important is chairing Academic Senate meetings. Senate meetings often serve as venues of important conversations and debate aside from serving as the space where the Senate's business is conducted. This session will focus on strategies to help Senate leadership prepare for and run effective Senate meetings that still allow for constructive

debate. Special emphasis will be placed on topics such as parliamentary procedures, timelines for motions and resolutions, and working with outside groups. We'll also place emphasis on strategies for developing and accomplishing long-term goals.

## **Adapting to Change in Virtual World**

Silvester Henderson, ASCCC At-Large Representative, Los Medanos College

Carrie Roberson, ASCCC North Representative, Butte College

Academic senate leaders are expected to be prepared for and responsive to change, but even the most experienced leader has likely struggled with what has happened in the recent unprecedented times for higher education. Join this conversation about innovative ways that faculty leaders have implemented changes and met challenges on their local campus and statewide.

**GENERAL SESSION 5 1:00 PM - 2:30 PM**

## **Senate/Union Relations**

Wendy Brill-Wynkoop, College of the Canyons

Cheryl Aschenbach, ASCCC Secretary, Lassen Colleg

Title 5 Regulations grant academic senates the right to be the primary faculty voice in college decision-making regarding academic and professional matters, while unions deal with faculty wages and working conditions. This session will examine the purview of academic senates compared to that of unions, the areas where the work of senates and unions may overlap, and ways to maintain effective senate-union relations. Come and learn how these two important bodies work for faculty.

## PRESENTERS

Cheryl Aschenbach, ASCCC Secretary, Lassen College

Michelle Bean, ASCCC At-Large Representative,  
Rio Hondo College

Wendy Brill-Wynkoop, College of the Canyons

Karen Chow, ASCCC Area B Representative,  
De Anza College

Mayra Cruz, ASCCC Treasurer, De Anza College

Stephanie Curry, ASCCC North Representative,  
Reedley College

Dolores Davison, ASCCC President, Foothill College

Sam Foster, ASCCC South Representative,  
Fullerton College

Silvester Henderson, ASCCC At-Large Representative,  
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Virginia "Ginni" May, ASCCC Vice President,  
Sacramento City College

Krystinne Mica, ASCCC Executive Director

Julie Oliver, ASCCC Area A Representative,  
Cosumnes River College

LaTonya Parker, ASCCC Area D Representative,  
Moreno Valley College

Carrie Roberson, ASCCC North Representative,  
Butte College

Mario Rodriguez, Los Rios Community College

Robert Stewart, Jr., ASCCC Area C Representative,  
Los Angeles Southwest College

Manuel Velez, ASCCC South Representative,  
San Diego Mesa College

## ACADEMIC SENATE

### EXECUTIVE COMMITTEE

President: Dolores Davison

Vice President: Virginia "Ginni" May

Secretary: Cheryl Aschenbach

Treasurer: Mayra Cruz

Area A Representative: Julie Oliver

Area B Representative: Karen Chow

Area C Representative: Robert L Stewart

Area D Representative: LaTonya Parker

North Representative: Stephanie Curry

North Representative: Carrie Roberson

South Representative: Manuel Velez

South Representative: Samuel Foster

At-Large Representative: Michelle Bean

At-Large Representative: Silvester Henderson

### OFFICE TEAM

Executive Director: Krystinne Mica

Director of Administration: Tonya Davis

Director of Finance: Alice Hammar

Director of Grants and Initiatives: Miguel Rother

Executive Assistant: April Lonero

Event Manager: Edie Martinelli

Program Manager: Jennifer Valencia

Programs Coordinator: Megan Trader

Accounting Clerk: Meuy Rosales

Administrative Assistant: Kyoko Hatano

Administrative Assistant: Veronica Rey

Administrative Assistant: Selena Silva

Visual Designer: Katie Nash