



ACADEMIC SENATE
FOR CALIFORNIA
COMMUNITYCOLLEGES

**FACULTY
LEADERSHIP
INSTITUTE**

**VIRTUAL EVENT
JUNE 16-18, 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.

LAND ACKNOWLEDGEMENT

We begin today by acknowledging that we are holding our gathering on the land of the Nisenan Nations who have lived and continue to live here. We recognize the Nisenan Nations and their spiritual connection to the ocean and the land as the first stewards and the traditional caretakers of this area we now call Sacramento. As we begin we thank them for their strength, perseverance and resistance.

We also wish to acknowledge the other Indigenous Peoples who now call Sacramento their home, for their shared struggle to maintain their cultures, languages, worldview and identities in our diverse City.

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Welcome

On behalf of the 2021-2022 Academic Senate for California Community Colleges' Executive Committee, I would like to welcome you to the 2021 ASCCC Faculty Leadership Institute. One can hardly believe that more than a year has passed since we have been able to gather together in person to take part in professional development, conversation, and engagement. As discussions around reopening and returning to campuses are ramping up, faculty leaders at all colleges are immersed in providing necessary input to their administrations. We all look forward to working in person with students and with each other again, but, as the voice of the faculty, academic senate leaders have a duty to help ensure that these transitions happen safely and smoothly in order to serve the interests of both faculty and students.

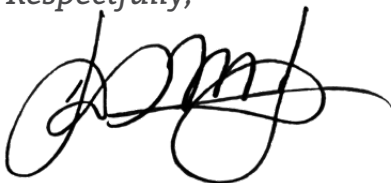
This year's Faculty Leadership Institute has been structured to provide you with the knowledge, skills, and tools you need to be an effective and inspiring leader as we enter into another challenging year. Over the course of the three days of the institute, we hope to help you expand on your own skill sets through presentations and interactive sessions providing diverse perspectives and collective wisdom on multiple senate issues and topics. In addition, because

the resolutions development and voting process at the ASCCC's bi-annual plenary sessions is an essential element of the organization's planning and establishes the values and priorities according to which the Executive Committee operates, we will hold a mock plenary voting session on the final day of the institute. This session will help to prepare new senate leaders to serve as delegates to the plenary sessions and will help to clarify and explain processes for more experienced plenary attendees.

We hope and expect that you find this event rewarding, useful, and informative. We are grateful that you have chosen to spend these three days with us.

Welcome to the 2021 Faculty Leadership Institute.

Respectfully,

A handwritten signature in black ink, appearing to read 'Dolores M. Davison', with a large, stylized flourish at the end.

*Dolores M. Davison
ASCCC President*

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)



Wednesday

JUNE 16, 2021

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

Welcome and State of the Senate

Dolores Davison, ASCCC President

Virginia “Ginni” May, ASCCC Vice President

As California begins emerging from more than a year of Covid restrictions and regulations, understanding the authority and role of the academic senate, as well as the roles of students, staff, and administrators, is more essential than ever. Ensuring that a college’s governance structures function well in serving its students and the community is vital to the successes of the college moving forward. This general session is intended to explore the role of the academic 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.

Mindfulness for Leaders: Keeping Yourself and Your Faculty Grounded During a Time of Uncertainties

Amber Gillis, ASCCC South Representative

Manuel Vélez, ASCCC South Representative

There is no doubt that we find ourselves in truly turbulent times and dealing with a myriad of issues such as pandemics, calls for social justice, budget uncertainties, and wildfires all of which certainly have an impact on our college community. During these times, it's important that as leaders we step up to make sure that our campus community stays grounded and focused on our mission and goals. In this session we will talk about how to practice equity-mindfulness as a leader. Being mindful of how you manage your responsibilities and how you empathize with others is essential for a nurturing and successful environment for ourselves and our students. In this session, we will focus on strategies to keep yourself grounded as well as creating an environment of mindfulness at your college. A special emphasis will be placed on faculty issues regarding equity and diversity.

Accreditation and the Role of Academic Senates

Christopher Howerton, ASCCC North Representative

Carrie Roberson, ASCCC At-Large Representative

Every college strives to create processes of quality assurance and continuous improvement to demonstrate and ensure its service to students and community. In addition, faculty roles and involvement in accreditation processes, including self-study and annual reports is recognized in #7 of the 10+1. This breakout provides an overview of ACCJC accreditation process and standards, the current formative/summative assessment model pilot, and how accreditation processes work in multi-college districts.

ASCCC Paper: *Effective Practices in Accreditation A Guide for Faculty* (2015)

Participating Effectively in District and College Governance: An Update of The ASCCC/CCLC “Participating Effectively” and “Scenarios” Documents

Dolores Davison, ASCCC President

Larry Galizio, CCLC President

David Morse, ASCCC Past President

In 1992, the ASCCC and the Community College League of California (CCLC) jointly developed the documents “Participating Effectively in District and College Governance” and “Scenarios to Illustrate Effective Participation in District and College Governance” to help colleges institute the governance system outlined in legislation by AB 1725 (Vasconcellos) in 1988. The documents were updated in 1998 and have been presented and used at ASCCC events for over twenty years, from faculty leadership institutes, plenary sessions, and Collegiality in Action technical assistance visits. They were updated in 2020 to reflect the current issues and situations facing colleges and have now been approved by the ASCCC and CCLC Executive Boards. This breakout will review the changes made to the documents, the philosophy behind them, the new scenarios that have been added, and the ways in which the documents might be useful to you on your local campus.

Embedding DEI into Hiring Processes and Supporting Faculty Diversification

Michelle Velasquez Bean, ASCCC Treasurer

LaTonya Parker, ASCCC Area D Representative

While hiring practices may vary in terms of specifics in the 73 community college districts in California, basic principles and tenets of faculty hiring are consistent across the state. In recent years, a focus on diversifying the faculty that are hired at community colleges has increased in intensity, and both the Academic Senate for California Community Colleges and the California Community Colleges Chancellor’s Office have responded in a range of ways. This session will engage

attendees in the hiring of new faculty and staff, and the use of an equity lens in hiring practices and procedures. As a team of leaders, we will share strategies on what kinds of practices and processes can be used to ensure that hiring committees are engaged in the work of equity, diversity, and inclusion. During this interactive, session we will examine some of the best practices from the Chancellor's Office EEO Hiring Guide, as well as provide a framework for practitioners to bring back to their campuses and districts for systematic approaches to diversity, equity and inclusion.

Improving the Richness of the Decision-Making Process by Uplifting Participation and Increasing the Diversity of Marginalized Voices and Experiences

Karla Kirk, ASCCC North Representative

Robert L. Stewart Jr., ASCCC Area C Representative

Who sits at the Decision-Making tables at your college? Are Committee Meetings well attended at your college? Are the same faces and voices prominent during Committee Meetings at your college? Which voices are missing? This breakout session is an invitation to participate in a vital discussion on how colleges can identify and prune "traditional" committee meeting practices that deter participation, alienate, marginalize, and silence.

12:15 PM – 1:15 PM Lunch

Resolution Writing: Why We are Resolved

Stephanie Curry, ASCCC Area A Representative

Amber Gillis, ASCCC South Representative

The ASCCC expresses its official positions on issues, legislation, and ideas through the resolution process. For that reason, writing resolutions and understanding the process is crucial. During this session, attendees will learn the nuts and bolts of resolution writing, as well as what happens after a resolution has been voted up or down. Attendees will receive an overview of the Resolutions Handbook, the parliamentary process for debating and voting on resolutions at a plenary session, and how to use resolutions locally, at a college or a district.

Brown Act

Jake Knapp, Director of Diversity, Compliance & Title IX, Los Rios Community College District

LaTonya Parker, ASCCC Area D Representative

“The people, in delegating authority, do not give their public servants the right to decide what is good for the people to know and what is not good for them to know.” –Ralph M. Brown 1959

Brown Act is California’s “sunshine” law for local government... In a nutshell, it requires local government business to be conducted at open and public meetings, except in certain limited situations. The Brown Act is based upon state policy that the people must be informed so they can keep control over their government.

This general session will provide an introductory overview on when and how to communicate with officials to be in compliance with the Ralph M. Brown Act, and help you understand the role and rules limiting your local senates and faculty member's participatory governance in the decision-making process.

BREAKOUT 2 SESSIONS | 3:45 PM - 5:00 PM

Brown Act Follow Up

Jake Knapp, Director of Diversity, Compliance & Title IX, Los Rios Community College District

LaTonya Parker, ASCCC Area D Representative

Are there follow up questions on what does it mean for local senate leaders to comply with open meetings requirements of the Ralph M. Brown Act? Join colleagues in more Brown Act dialogue about relevant updates and hypothetical examples of missteps and how to avoid them.

Legislation and Advocacy: The 411 on the 10+1

Christopher Howerton, ASCCC North Representative

Virginia "Ginni" May, ASCCC Vice President

Significant changes to the California community colleges are often made through the legislative process (both at the state and federal level). Some recent examples include associate degrees for transfer, assessment and placement, graduation requirements, general education patterns, course numbering to and distance education. The involvement of the legislature in academic and professional matters (a.k.a. the 10+1) creates opportunities and challenges. Join this interactive session to get the 411 on legislative and budget development processes, past and currently proposed legislation, the role of academic senate leaders in advocacy, and ways for you to stay informed.

Resolution Writing: A fun follow-up

Stephanie Curry, ASCCC Area A Representative

Amber Gillis, ASCCC South Representative

Whereas, At local and statewide levels, academic senates rely on clear, actionable resolutions to set their direction and take positions; and

Whereas, The ASCCC resolutions process allows for all California community college faculty to participate in making policy recommendations that guide and impact our system

Resolved, That attendees come to this session to learn how to develop statewide resolutions that are more likely to be approved; and

Resolved, The presentation will touch base about differing local resolutions processes, delve deep into the Resolutions Handbook, and tune up participants' resolutions for the Mock Plenary Session.

When is it 10+1...and when is it not?

Lance Heard, ASCCC At-Large Representative

Carrie Roberson, ASCCC At-Large Representative

Shared governance is both a philosophy and a process, which assures campus constituencies are provided the right to participate effectively in college governance. Commonly known as the 10+1, academic senates have the right and responsibility to represent faculty in shared governance related to academic and professional matters. At the same time, local academic senates must respect the roles of administrators and faculty unions/bargaining agents and must resist the impulse to try to justify all issues as academic and professional matters...so when is it 10+1...and when is it not?

From an Empty Cup You Cannot Pour: Self-Care Checkup

Michelle Velasquez Bean, ASCCC Treasurer

Karen Chow, ASCCC Area B Representative

Really? The buzzword “self-care” again? How many times have you wanted to scream at hearing that--because you are just that tired? because it is all too much? because you really do need something to help reduce the stress and anxiety of carrying the load of leadership. We hear you! The struggle is real! If you’re ready to get real and try a few things to take a load off and center on your needs as the amazing leader you are, then join us for this interactive session to explore, share, and engage in a self-care inventory and promising positive practices to achieve work-life balance.



Thursday

JUNE 17, 2021

AREA MEETINGS | 9:00 AM - 10:30 AM

This four-area grouping is the formal basis for local senate representation to the Executive Committee of the Academic Senate for California Community Colleges. The groups discuss matters of concern to their areas as well as review proposed resolutions to be voted on during session. ***Find Your Area***

Area A: Stephanie Curry

Area B: Karen Chow

Area C: Robert L. Stewart Jr.

Area D: LaTonya Parker

Beyond Buzzwords: Creating a Culture of Accountability Around Diversity, Equity, and Inclusion

Cheryl Aschenbach, ASCCC Secretary

Manuel Vélez, ASCCC South Representative

Over the last decade, we've seen an increase in focus on concepts such as diversity and equity across the nation. This positive development is evident in the support DEI efforts have gained from local, regional, and statewide groups, including the ASCCC. At the community college level, this has translated into efforts to encourage diversity and equity through professional learning, curriculum redesign, and other efforts that are finally moving DEI goals past superficial conversations and towards concrete efforts that effectively work to address structural racism and the difference in student success levels that it creates. In this session, we'll explore the various ways that our colleges are working to sincerely and successfully infuse diversity, equity, and inclusion into their college culture and discuss ideas for implementing effective DEI strategies at your college.

12:30 PM – 1:30 PM Lunch

Budgets as Value Statements: Breaking It Down and Bringing in the Discussion

Michelle Velasquez Bean, ASCCC Treasurer

Mario Rodriguez, Vice Chancellor of Fiscal Services, Los Rios Community College District

While it is a harried and crazy time right now, it is also an important time to discuss useful and innovative ways to use federal and state money to support the work we are doing for student success, diversity, inclusion, equity, and antiracism. What is being proposed and what is changing in the budget? How are we going to address the harm done and the impacts on our students and our system as a result of the pandemic? How do we redesign and reimagine the way we address the acute needs of students and reflect the values of California community colleges? During this session, the presenters will provide an overview of state and federal budgeting processes and give suggestions on how faculty leaders might get involved and feel more empowered to ask questions in order to make sound decisions that drive the DEI work on our college campuses.

Senate Resources at Your Fingertips: Using the Local Senates Handbook, Navigating the ASCCC Website, When to Call for Help

Amber Gillis, ASCCC South Representative

Krystinne Mica, ASCCC Executive Director

Whether you are new to academic senate leadership or fully immersed, there is always something to learn. Join this breakout to learn about and explore the

ASCCC website, navigate the Local Senates Handbook, and examine additional resources such as how to sign-up for listservs, find Senate publications, and how to volunteer for statewide service.

Collegiality and Collaboration with Local Administration/Board

Karla Kirk, ASCCC North Representative

Carrie Roberson, ASCCC At-Large Representative

One aspect of effective leadership is the collaboration with administration, the board of trustees, and other constituencies at the local college and/or district. Understanding the statutory and regulatory context in which the academic senate operates ensures that local process, with regard to academic and professional matters (the 10+1), really matters! This breakout discusses the roles, responsibilities, and elements of leadership for academic senate presidents while leveraging collegiality efforts for our common purpose: student success!

Senate/Union Relations

Wendy Brill-Wynkoop, FACCC President, College of the Canyons

Lance Heard, ASCCC At-Large Representative

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 engage in a conversation about how these two important bodies work for faculty.

Follow Up to the Budget General Session

Michelle Velasquez Bean, ASCCC Treasurer

Mario Rodriguez, Vice Chancellor of Fiscal Services, Los Rios Community College
District

Still have questions on budgeting? Join us for this follow-up to the general session for an informal Q&A conversation.


Beyond Buzzwords Follow-Up Conversations

Cheryl Aschenbach, ASCCC Secretary

Manuel Vélez, ASCCC South Representative

This session will give us the opportunity to explore more of the ideas and programs introduced during our general session. Using an “open forum” format, we’ll take time to engage in dialogue that allows us to delve deeper into creating a culture of accountability for DEI and some of the ways that we’re already doing so at our colleges. This session will also give participants an opportunity to learn more about how to implement DEI strategies at their colleges.

NETWORKING SOCIAL | 5:00 PM - 6:00 PM



Friday
JUNE 18, 2021

GENERAL SESSION 6 | 9:00 AM - 10:30 AM

One Community: Supporting Equitable Learning

Marty Alvarado, Executive Vice Chancellor, CCC Chancellor's Office

Cheryl Aschenbach, ASCCC Secretary

Karen Chow, ASCCC Area B Representative

Jennifer Vega La Serna, President, CCC Chief Instructional Officers

Lataria Hall, CCC Chief Student Service Officers

The Chancellor's Office Call to Action, DEI implementation work, and Guided Pathways have brought focus on equity in the classroom and student experience. How can academic senate leaders partner with chief instructional officers (CIOs) and chief student service officers (CSSOs) to create and support a culture of equitable teaching and learning grounded in community, collaboration, and growth from point of hire to tenure and beyond? What is needed for the partnership to work well? This workshop will provide academic senate leaders an opportunity to engage in reflection on their role in building community and collaborating to support and strengthen the classroom and student support environments.

Minimum Qualifications, Equivalency, and Assigning Courses to Disciplines

Lance Heard, ASCCC At-Large Representative

Robert L. Stewart Jr., ASCCC Area C Representative

To ensure high academic standards, the ASCCC and the California Community College Board of Governors established minimum qualifications for faculty in all recognized disciplines. Local academic senate presidents and/or college faculty, depending on local processes determine whether a candidate's qualifications are "equivalent" to those in the Disciplines List. Placing courses into disciplines is one of the most confusing tasks that curriculum committees face and becomes even more difficult when no corresponding discipline title can be found in the Disciplines List. Please join us for an engaging discussion about minimum qualifications, granting equivalencies, and placing courses in a discipline.

Working with Your Student Government

Christopher Howerton, ASCCC North Representative

Gerardo Chavez, Regional Affairs Director

Faculty and students are both identified in the California Code of Regulations Title 5 as having specific rights and responsibilities in college governance processes: for academic senates it is collegial consultation under the "10+1", for students it is effective participation under the "9+1". While perspectives between faculty and students may differ, many areas of responsibility overlap. This overlap creates an opportunity to learn from each other and to advocate together. Join us to explore collaborative methods for working with students and other college stakeholders to provide high quality programs and services and to pursue shared aspirations.

Setting a Local Senate Agenda and Running an Effective Meeting

Manuel Vélez, ASCCC South Representative

Karla Kirk, ASCCC North Representative

Among the many responsibilities of 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.

Navigating the New Normal with ASCCC President and Vice President

Dolores Davison, ASCCC President

Virginia "Ginni" May, ASCCC Vice President

This time last year, the 2020 Faculty Leadership Institute was the first ASCCC event held virtually, and over the past 15 months local academic senates and the ASCCC have experimented with virtual formats for academic senate work. Now that it looks like we will be able to "do business" in-person, how will we navigate the "new normal"? What opportunities and challenges have come to light? Join the ASCCC President and Vice President in an open conversation to discuss the "new normal" that is taking shape through the state, the Chancellor's Office, the ASCCC, and the colleges, and how it will impact governance, teaching and learning, equity, professional development, and more.

Follow-up to One Community: Supporting Equitable Learning

Cheryl Aschenbach, ASCCC Secretary

Karen Chow, ASCCC Area B Representative

In the general session, speakers from the Academic Senate, Chancellor's Office, Chief Instructional Officers, and Chief Student Success Officers shared a framework for collaboration and had us start thinking about what is needed to successfully collaborate to support and strengthen equitable learning. Together with ASCCC representatives, explore further the barriers to successful collaboration and potential paths to partnership.

12:15 PM – 1:15 PM Lunch

GENERAL SESSION 7 | 1:15 PM – 2:45 PM

Mock Plenary Session

Dolores Davison, ASCCC President

Amber Gillis, ASCCC South Representative

In order to prepare to represent their colleges at the Fall Plenary Session and to understand how the ASCCC's voting and resolution process works, attendees will participate in a mock plenary and voting session based on the resolutions written on Thursday and the amendments from Friday. All attendees are encouraged to participate in debating the resolutions and to express their views on the issues under consideration. Just as with the real plenary voting, anything can happen, and you never know what will be said next. This session will also serve to demonstrate good use of Robert's Rules of Order and good practices for conducting organized, productive meetings.

PRESENTERS

Marty Alvarado, Executive Vice Chancellor,
CCC Chancellor's Office

Wendy Brill-Wynkoop, FACCC President,
College of the Canyons

Gerardo Chavez, Regional Affairs Director

Larry Galizio, CCLC President

Lataria Hall, CCC Chief Student Service
Officers

Jake Knapp, Director of Diversity,
Compliance & Title IX, Los Rios
Community College District

David Morse, ASCCC Past President

Mario Rodriguez, Vice Chancellor of Fiscal
Services, Los Rios Community College
District

Jennifer Vega La Serna, President, CCC
Chief Instructional Officers

ACADEMIC SENATE

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Secretary: Cheryl Aschenbach

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Area C Representative: Robert L. Stewart, Jr.

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North Representative: Karla Kirk

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South Representative: Manuel Vélez

At-Large Representative: Lance Heard

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