

ACADEMIC SENATE FOR
CALIFORNIA COMMUNITY COLLEGES

Hot Topics
in a Hybrid World

Connecting

it all Together

PART-TIME FACULTY
INSTITUTE 2022

VIRTUAL EVENT
FEBRUARY 10-11, 2022

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.

CONTENTS

| | |
|---|----------|
| Guidelines for Dialogue – Community Expectations | 1 |
| WELCOME | 2 |
| THURSDAY | 4 |
| Welcome and Opening General Session 2:00 PM – 3:25 PM | 4 |
| General Session 1 3:30 PM – 4:55 PM | 5 |
| After Hours Social 5:00 PM – 6:00 PM | 6 |
| FRIDAY | 7 |
| Coffee Networking 8:00 AM – 8:45 AM | 7 |
| General Session 2 9:00 AM – 10:25 AM. | 7 |
| General Session 3 10:30 AM – 11:55 AM | 8 |
| General Session 4 12:30 PM – 1:55 PM | 9 |
| General Session 5 2:00 PM – 3:25 PM | 9 |
| General Session 6 3:30 PM – 4:55 PM | 10 |
| General Session 7 5:00 PM – 5:30 PM | 11 |
| Presenters | 12 |
| Academic Senate | 13 |

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)



Welcome

Welcome to the virtual Part-Time Faculty Institute! The ASCCC is in its 6th year offering this professional learning and development opportunity which is intended to bolster discussions, voices, and representation of part-time faculty in California community colleges. Welcome back to those who have been a part of this event before and welcome to those who are new to the experience! This particular Institute, in the virtual environment, is designed for participants to engage in sessions as a collective group of educators; together focusing on Hot Topics in a Hybrid World; Connecting it all Together!

Navigating the system of higher education is complex and even more than ever in a hybrid world! While education calls for students to take an inquisitive and problem solving role to meet their outcomes, the reality is that these are also the expectations for those who teach. So as a system built on learning, it has become increasingly evident that the nature of the teaching profession requires additional and extended support to those who are often most impacted by transformational changes. This event is structured to humanize the experiences of part-time faculty while recognizing the resilience and persistence it takes for the success of students, and ultimately as individual educators.

So there is hope that through these next days together one will find the resources, skills, knowledge, and even the energy to continue on one's professional endeavors by connecting it all together.

Planning and preparing an event for the majority of faculty within our system takes the relentless efforts of many individuals to make it all happen! With the reality of ongoing dynamics of the COVID-19 pandemic, first and foremost a sincere appreciation for the 2021-2022 Part-Time Faculty committee. Their extensive volunteer commitment along with candid perspectives on the realities of the ever-changing dynamics of teaching and learning do not go unnoticed. My gratitude to the ASCCC Executive Committee for their support and flexibility with so many unknowns, truly helping morph this event to be relevant and useful for our colleagues. Of course my thanks to each of the presenters providing the expertise and/or willingness to lead sessions of piqued interest in today's hybrid world. Of course last, but not least for our Executive Director and amazing staff- what would we do without you?!

Collegially,

Carrie Roberson

~Carrie Roberson

ASCCC Part-Time Faculty Committee, Chair



Thursday
FEB. 10, 2022

WELCOME AND OPENING GENERAL SESSION 2:00 PM – 3:25 PM

Ian Colmer, Santa Monica College and Los Angeles Mission College
Tejal Naik, Evergreen Valley College, West Valley College, and Gavilan College
Mussie Okbamichael, Cerritos College, Chaffey College, East Los Angeles
College, and West Los Angeles College
Carrie Roberson, ASCCC Part-Time Committee Chair, ASCCC At-Large
Representative
Anthony Stevens, Los Angeles Trade Tech College
Anastasia Zavodny, Cuyamaca College, MiraCosta College, and Palomar College

**State of the Academic Senate for California Community
Colleges with a Part-Time Faculty Focus**

Ginni May, ASCCC Vice President

Academic Senates, Unions, and Part-Time Faculty: Where do they Intersect?

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

Ginni May, ASCCC Vice President

Anastasia Zavodny, ASCCC Part-Time Faculty Committee

Shared governance in the California Community Colleges is provided for in California Education Code and further clarified in the California Code of Regulations as effective participation or collegial consultation. Join this session for an overview of the rights and responsibilities provided to faculty in the areas academic and professional matters a.k.a the “10+1” and collective bargaining, followed with a deep dive into the opportunities for part-time faculty to take part in shared governance processes, especially in this hybrid world.

GENERAL SESSION 1 3:30 PM – 4:55 PM

Leadership Development: Mentoring and the Mentee

Karla Kirk, ASCCC North Representative

Auguste Kouadio, Fresno City College

Navigating the world of higher education is complex! While many of our colleagues seem undeterred by challenges and uncertainty, reiterating the realities of the educators’ journey in support of student success is imperative during these dynamic times. How can we support the leadership development of part-time colleagues within our system through formal and informal mentorship? Join this session to explore tools, resources, and strategies intended to guide, empower, and inspire those traversing the world of higher education.

Bolstering Part-Time Faculty Voices: Can you Hear Me Now?

ASCCC Part-Time Faculty Committee

The ASCCC Part-Time Faculty Committee invites you to bring a tasty beverage and treat yourself to connecting with colleagues at the end the day! Academic Senate caucuses are intended to serve as groups of independently organized faculty to meet, network, and deliberate collegially in order to form a collective voice on issues of common concern that caucus members feel are of vital importance to faculty and the success of students as they relate to academic and professional matters. Come find out how to engage in activities to provide professional development and learning opportunities in coordination with ASCCC leadership while bolstering the voices of Part-Time faculty.



Friday
FEBRUARY 11

COFFEE NETWORKING 8:00 AM – 8:45 AM

Connecting and Collaborating: Finding Balance in a Hybrid World

The ASCCC Part-Time Faculty Committee invites you to bring a hot beverage and/or your morning pick-me-up to caucus with colleagues as we kick off the day!

GENERAL SESSION 2 9:00 AM – 10:25 AM

Hot Topics and Re:Solutions for Part-Time Faculty

Ian Colmer, ASCCC Part-Time Faculty Committee
John Lynch, Santa Monica College

The ever-changing nature of higher education in California directly and indirectly impacts the largest employed group at our colleges: part-time faculty. While part-time faculty play a significant role in supporting students in their educational endeavors, many statewide

policies and local decisions turn into HOT TOPICS that impact the roles and responsibilities of part-timers, who are often left to deal with the fallout on their own. Listen and learn about current and ongoing HOT TOPICS; how dynamics contribute to college morale, and ultimately- student success!

GENERAL SESSION 3 10:30 AM – 11:55 AM

Recover, Rebuild, and Rise: What's next?

Jessica Saint-Paul, Los Angeles Southwest College

Richard Unis, Grossmont College

At every turn and with each passing day, the roles and responsibilities of part-time faculty throughout the California community colleges are constantly changing. Recognizing resilience and connecting part-time colleagues is pivotal as we continue with so many unknowns as we navigate the future in support of students. Would you benefit from... a Part-Time Faculty handbook? Orientation? Mentoring? Inclusion in college governance? Space dedicated to nourishing pedagogy through professional learning and development? A place to make connections with colleagues, and the community? Join this breakout session for potential ideas of what's next as we recover, rebuild, and rise!

Lunch Break 11:55 AM-12:30 PM

Humanizing Experiences: Equity and Effectiveness in Online Teaching

Michelle Pacansky-Brock, CVC-OEI/@ONE, CVC-OEI

Anthony Stevens, ASCCC Part-Time Faculty Committee

Humanizing is a culturally responsive pedagogical approach that supports the affective components of learning and increases the success of more students, particularly those from socially minoritized identity groups who are often disproportionately impacted in college. This session provides a deeper understanding of research that shows the impact of emotions in learning and showcases evidence-based strategies for creating welcoming, supportive experiences that foster trust and self-efficacy at a distance.

I.D.E.A. Practitioners: Considerations for Part-Time Faculty

Juan Arzola, ASCCC Executive Committee: At Large

Anastasia Zavodny, ASCCC Part-Time Faculty Committee

California community college faculty have an opportunity and obligation to recognize the realities of the overwhelming shifts to our lives in recent times related to inclusion, diversity, equity, and anti-racism. This breakout will provide ideas of how part-time faculty can abolish traditional views and practices that continue to cause harm to students throughout our system. This session is also intended to support part-time faculty practitioners to understand

how they can consider contributing to the approaches, principles, and practices that redefine teaching and learning through an equity-minded framework that embraces I.D.E.A.s.

GENERAL SESSION 6 3:30 PM – 4:55 PM

Opportunity Awaits...Getting that Job!

Michelle Velasquez Bean, ASCCC Treasurer

Nadia Khan, MiraCosta College

Many part-time faculty aspire to obtain a full-time faculty position within the California Community College system, but it can be challenging to understand the complex hiring processes and how it differs from the hiring procedures as part-time faculty. Diversity statements? Resume? Vitae? Teaching Philosophy? Cover letter? Equivalency Processes? Include this, but not that? This breakout includes info, insights, and ideas for what it takes to get that job by understanding how to navigate hiring processes and procedures to position yourself to take on this next professional endeavor!

ASCCC- Help Us, Help You!

Ginni May, ASCCC Vice President

Carrie Roberson, ASCCC Part-Time Committee Chair

ASCCC Part-Time Faculty Committee

The leadership, empowerment, and voice of our part-time faculty colleagues is critical and crucial for the entire California Community College system. Join this session to learn about updates and information on the current and ongoing work of the ASCCC Part-Time Faculty Committee, various resources and support from the ASCCC, and distinct ways to be involved at the local and statewide level.

*Thank you for attending the
2022 ASCCC Part-Time Institute!*

PRESENTERS

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

Ian Colmer, ASCCC Part-Time Committee, Santa Monica, LA Mission

Nadia Khan, ASCCC EDAC Committee, MiraCosta

Auguste Kouadio, Part-Time Faculty, Fresno City

John Lynch, Part-Time Faculty, Santa Monica, LA Mission

Tejal Naik, ASCCC Part-Time Committee, Evergreen Valley, West Valley, Gavilan

Mussie Okbamichael, ASCCC Part-Time Committee, Cerritos-Chaffey, East Los Angeles, West Los Angeles

Michelle Pacansky-Brock, CVC-OEI/@ONE, CVC-OEI

Jessica Saint-Paul, Part-Time Faculty, LA Southwest

Anthony Stevens, ASCCC Part-Time Committee, LA Trade Tech

Richard Unis, Part-Time Faculty, Grossmont

Anastasia Zavodny, ASCCC Part-Time Committee, Palomar, MiraCosta, Cuyamac

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