

Professional Standards Committee

2020-2021 Final Report to Cosumnes River College Academic Senate

Committee Charge:

Purpose and Area of Responsibility:

The Professional Standards Committee receives and reviews the applications of faculty members desiring Type A and B Professional (Sabbatical) Leaves. Every semester the College President sends a letter to all full-time faculty describing the application procedures and timelines for these leaves. The committee reviews the proposals using an approved rubric and interviews the applicants. Following established equitable guidelines, each committee member is given an opportunity to ask questions of applicants during the interview process as well as voice opinions and concerns during the deliberation phase. The committee then makes recommendations to the College President who sends recommended leaves to the Board of Trustees for approval (Please see current Article 9 of the LRCCD/LRCFT Agreement for information on purpose and criteria). The committee chair refrains from casting a vote during deliberation or voicing an opinion regarding an application but can vote to break a tie if one should arise. Within three months of completion of approved sabbatical leaves, the committee collects reports, reviews and then assesses them by an approved rubric.

Committee Membership

Faculty Membership:

All areas/units shall be represented. At least ten faculty members should be appointed including a representative from the LRCFT union. At least one voting member of the committee should be current in equity and diversity training. The chair and chair elect shall be designated by the Academic Senate President, in consultation with the College President.

Administrative Membership:

The Vice President for Instruction and Student Learning serves as an ex-officio, non-voting member.

2020-21 Members:

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|------------------|------------------------------------|
| Lap Ly | Margaret Parillo |
| Patty Felkner | Mike Yarborough |
| Tamyra Carmona | Lisa-Marie Mederos |
| Sharon Stith | Miriam Beloglovsky-Baran |
| Ray Mapeso | Norman Hom |
| Thien-Huong Ninh | Iris Dimond (union representation) |

2020-21 Co-Chairs:

Kathryn Mayo and Anastasia Panagakos

2021-22 Co-Chairs:

Anastasia Panagakos, Mun Kang

Committee Activity:**2020-21 Committee Goals:**

The goals for the 2020-21 academic year were discussed and established. They are as follows:

- Review committee charge and update/amend/change if needed
- Adhere to established standards for collecting, reviewing and interviewing faculty applying for sabbaticals for both the fall and spring semesters.
- Collect and review sabbatical reports from faculty who have completed sabbatical projects
- Review committee policies and activities with an equity and anti-racist lens

Updates on Committee Goals:

- The committee collected, reviewed and interviewed faculty applying for sabbaticals for both the fall and spring semesters.
 - Three type B sabbaticals were recommended for approval.
 - One proposal for Type A sabbatical was not recommended for approval.
- The committee charge was reviewed and discussions for updating were begun and will continue into the 2021-2022 academic year.
- The committee is participating in ongoing conversations regarding anti-racism and equity as we review our practices

Sabbatical Proposals recommended for approval:

The Professional Standards Committee is excited to support the following worthy projects.

Professor Michael Frigm: *Culinary Arts Management and Curriculum Review* (recommended and awarded at 40% Type B leave for the spring 2021 semester)

Professor Frigm proposes to evaluate the current curriculum and course rotation of the CAM department and make suggestions for changes that both align with industry and student needs. The review will lead to the creation of a report highlighting needed changes to the curriculum and Pathways maps. The proposed changes reflect the training needs of industry as well as better serve the educational needs of the diverse student population represented in the CAM department. Professor Frigm's project is nothing short of a complete overhaul of the CAM program, a daunting task under any circumstances. His work will lead to changes to PSLOs, addition or subtraction of program courses, revision of

content/topics covered in courses/programs, incorporation of distance education options within courses/programs, changes to certificate and degree requirements, and changes to course scheduling and rotation as reflected on the Pathways Map.

In addition, Professor Frigm will have the program changes evaluated by the Regional Culinary Arts Advisory Committee. This committee is composed of local culinary educational and training programs (including faculty, staff, and administrators), affiliated industry partners, and community members. This committee not only meets the advisory committee requirement for CRC and many local high schools but helps to guide and shape culinary training for the region as well.

The committee was impressed with how much Professor Frigm has already accomplished in his first three years at CRC. Professor Frigm is committed to making the CAM program the gold standard for our region and to creating a program that is student centered and equity focused. He has weathered this hard year of setbacks, including losing both a new hire and potential funding for a new lab, with positivity and creative thinking. He is an incredible asset to CRC and deserves the time to focus on bringing his vision of the CAM program to fruition.

Professor Naomi Bahm: *Curating and creating OER course materials for PSYC 356 Human Sexuality* (recommended and awarded a 40% Type B leave for the fall 2021 semester)

In Professor Naomi Bahm's proposal, *Curating and creating OER course materials for PSYC 356 Human Sexuality*, she proposes to research, curate, modify, and if necessary, create content sufficient to facilitate professors' use of Open Educational Resources (OER) course materials for the PSYC 356 Human Sexuality course. She would like to compile educational materials covering enough of the needed topics that a professor would be able to simply supplement the OER, rather than resort to typical use of a commercial textbook. She proposes to begin with a survey of Los Rios Human Sexuality faculty to determine what topics and the degree of detail they would require to move from whatever textbook they currently use to adopting OER course materials.

We were impressed with Professor Bahm's well prepared and strong proposal. The committee would like to commend her equity driven research and her willingness to collaborate and share her research and materials with the entire Los Rios Psychology faculty teaching PSYC 356. The committee is excited about the amount of preparation Professor Bahm has completed prior to this endeavor.

Professor Julie Oliver: *Celebrating and Encouraging Diversity in STEM* (recommended and awarded for 20% Type B)

Professor Julie Oliver's proposal, *Celebrating and Encouraging Diversity in STEM*, will showcase scientists from diverse backgrounds in 15 "Scientist Spotlights" which will profile scientists of color, LGBTQIA scientists, scientists

working with a disability and female scientists in STEM fields. Her hope would be for every student in class to have someone profiled to whom they can relate, someone who looks like them or has a background like them. The spotlights will be a mix of historical or trailblazer scientists, modern scientists, and local scientists. She will create assignments, collate resources, and produce detailed rubrics.

The committee was impressed with Professor Oliver's well prepared and thoughtful proposal which is centered in equity. The committee noted her enthusiasm for her discipline and the project and her willingness to share her research and the final product. The committee was excited about the prospect of her work being used across the campus in many other disciplines. The committee admires how well respected she is in her field and is confident in her ability to complete the project.

Sabbatical Reports Received:

These reports are available to review on our committee's Board Docs site

Spring 2020 Sabbatical Reports (Submitted Fall 2020)

- James Frazee,
- Miriam Beloglovsky
- Lesley Gale

Fall 2020 Sabbatical Leave Reports (Submitted Spring 2021)

- Rick Schubert
- Markus Geissler