

Professional Standards Committee

2021-2022 Final Report to Cosumnes River College Academic Senate

Submitted by Mun Kang and Anastasia Panagakos, Co-Chairs

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.

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.

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

2021-2022 Committee Members:

Miriam Beloglovsky-Baran (SBS)

Patty Felkner (AME)

Norman Hom (ELS)

Lap Ly (SME)

Ray Mapeso (SSC)

Lisa-Marie Mederos (BCS)

Thien-Huong Ninh (SBS)

Sharon Stith (HHS)

Mike Yarbrough (SME)

2021-22 Co-Chairs:

Mun Kang and Anastasia Panagakos

Committee Activity

2021-22 Committee Goals

The goals for the 2021-22 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
- Organize a FLEX workshop on the sabbatical process for Spring 2022
- Recruit new members

Updates on Committee Goals:

The committee collected, reviewed and interviewed faculty applying for sabbaticals for both the fall and spring semesters.

The Professional Standards Committee recommended the following projects for approval:

Spring 2022

Heather Hutcheson's proposal, "You Can Do This: A Composition Intensive for Former Students of ENG WR 300," is designed to create a process for identifying, enrolling, and preparing students who have formerly taken two semesters of ENG WR 300 but have not completed the course to participate in an intensive, one to three weeks in length, support program. Heather will use course success data for ENG WR and collaborate with campus partners in Counseling, DSPS, Veterans Resources, Athletics, and College Research to tailor the program to students who lack equitable opportunity to succeed in traditional courses. The committee was impressed with Heather's conceptualization of the project and prep work, the targeted focus on equity gaps, and the potential for collaboration and modeling across campus units. Heather also has the support of her dean and colleagues within the English Department to help institutionalize this approach should it prove successful. Therefore, **the committee supports Heather's proposal for 0.2 FTE release time in Spring 2022 and another 0.2 FTE in Fall 2022.**

Georgine Hodgkinson's proposal "A Year Like No Other: An Examination of Ecommerce, Cryptocurrency, and Cybersecurity in 2021" supports communication studies students, curriculum and program development through ecommerce and cryptocurrency research. How digital currency is likely to dematerialize money (not unlike how Google dematerialized libraries for example) is of particular interest to Georgine as an Organizational Communication teacher and researcher. Cryptocurrency, for example, is an aspect of organizational change that Georgine will learn more about and integrate into her classes as part of the adoption, global integration and security concerns related to ecommerce. In addition to encouraging student interests and improving curriculum, this project would create an opportunity for the Communication Studies department to collaborate with CIS. **The committee is approving a 0.4 FTE release time for Georgine for Spring 2022.** We were excited that her project will

open dialogue between the COMM and CIS departments in addition to presenting very current and real-world material to COMM students. Georgine brings great enthusiasm and a willingness to learn about topics outside of her expertise that will not only interest students but prove informative as they move forward in careers paths both in COMM and CIS.

Fall 2022

Brandy Jones-Thomas' proposal, "SWHS Program Evaluation and Increasing Career Education" is an overhaul of the Social Work/Human Services (SWHS) curricula to ensure the program is meeting educational goals and providing career readiness skills to our students. Her proposed work addresses the impact of COVID-19 on student career trainings, professional development needs such as updates to telehealth practices and technical and vocation skills needed to address impacts of COVID-19. These updates will provide students with improved employment skills, which will allow long-term success in the field of Social Work and Human Services. In addition, students need professional training opportunities and certification in topics such as mandated reporting, being cultural brokers, mental health first aide, and community defined practices for BIPOC and historically underserved communities. The committee appreciated that Brandy will collaborate with community agencies, American River College, and Folsom Lake College, to continue developing internship/practicum courses and increase networking efforts to promote equity by offering more direct student career support and planning through outreach efforts. **The committee supports Brandy's proposal for 0.4 FTE release time in Fall 2022.**

Rick Schubert's proposal, "Honors Program Continuation Requirements Implementation and Website Improvement" will critically evaluate the Honors Program's relevant implementation efforts to date (including beta testing a new reporting portal) with a primary focus on the program's equity interests while also retooling the program's approach to implementation (including requirement satisfaction reporting and verification). For example, with the assistance of the CRC Research Office, Rick will acquire quantitative and qualitative data from students regarding the current program continuation requirement compliance reporting process and their experiences with other program portals. Rick will also work with our campus graphic design and media teams to update promotional materials, website content, and restructure the Honors Program website, among other things, to reflect the program's new continuation requirements as well as other aspects of UCLA TAP participation. The committee acknowledges Rick's long-standing commitment to CRC's Honors Program and his persistence in closing equity gaps and opening pathways to successful transfer. **The committee supports Rick's proposal for 0.2 FTE release time in Fall 2022.**

Sabbatical Reports Received:

These reports are available to review on our committee's BoardDocs site
Spring 2021 Sabbatical Reports (Submitted Fall 2021)

- Michael Frigm

Fall 2021 Sabbatical Leave Reports (Submitted Spring 2022)

- Naomi Bahm
- Julie Oliver

Flex Workshop and Member Recruitment

In this Spring 2022 FLEX presentation the Professional Standards Committee discusses Type A, B, and C sabbaticals; project types; and the application process.

https://drive.google.com/drive/folders/1XEVhydOTVUKPzsND8gknztviUZaPy_Z

The Professional Standards Committee Co-Chairs were asked by Academic Senate Leadership to provide a statement and summary of the committee activities and responsibilities in order to recruit members. This was provided in April 2022.