

## **Cultural Competence and Equity Committee**

### **2018-19 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 interviews the applicants and then makes recommendations to the College President, who sends a list of his/her 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).

##### **Committee Membership**

##### **Faculty Membership:**

All areas/units shall be represented. At least ten faculty members shall be appointed. 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.

##### **2018-19 Members:**

Lap Ly

Patty Felkner

Kerstin Feindert

Fred Deneke

Ray Mapeso

Mike Yarborough

Lisa-Marie Mederos

Miriam Beloglovsky-Baran

Norman Hom

##### **2018-19 Co-Chairs:**

Kathryn Mayo

Anastasia Panagakos

##### **2019-20 Chair:**

Kathryn Mayo and Anastasia Panagakos will continue to serve as co-chairs.

## **Committee Activity:**

### **2018-19 Committee Goals:**

The goals for the 2018-19 academic year were discussed and established. They are as follows:

1. Review committee charge and update/amend/change if needed
2. Create a rubric to be used in reviewing completed sabbatical reports
3. Adhere to established standards for collecting, reviewing and interviewing faculty applying for sabbaticals for both the fall and spring semesters.
4. Collect and review sabbatical reports from faculty who have completed sabbatical projects.

### **Updates on Committee Goals:**

1. The committee charge was reviewed and changes were made and approved by the committee.
2. A rubric was created by the Professional Standards committee to help members review submitted reports.
3. The committee collected, reviewed and interviewed faculty applying for sabbaticals for both the fall and spring semesters. Three type A sabbaticals were awarded and 1 100% type B sabbatical was awarded.

### **Draft of Committee Charge (to be approved by 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.

### **Summary of Sabbaticals Awarded by the committee:**

#### **Marjorie Duffy, Type A to be completed during the spring 2019 semester**

Marjorie Duffy applied with a proposal entitled, *Teaching with Connection and Inspiration*. Professor Duffy intends to teach computing skills to under-served populations at the Sacramento Food Bank lab in an effort to understand more deeply how to help CRC students bridge the digital divide. A second component to her proposal is to learn teaching techniques that inspire and promote connection through intensive yoga teacher training which she can then bring into the classroom. The proposal was unanimously approved and recommended for funding. The committee acknowledged that Professor Duffy has made substantial contributions to CRC through her service in Academic Senate and in interim dean positions among other roles. In her interview it was apparent that a sabbatical would go far in providing space for rejuvenation and reflection.

#### **Roy Simpson, 100% Type B to be completed during the spring 2019 semester**

Roy Simpson's proposal entitled *Math 300 Video Lecture Library with Accompanying Guided Student Support Materials*. Given the legislative changes with AB 705, the Mathematics Department is expecting a larch influx of students into Math 300 who have various levels of preparation, including many students who may not have taken math for many years and are returning to college. The goal is to create materials to assist instructors in teaching Math 300, specifically short videos that can help students fill in the pertinent gaps in their understanding of concepts so that scarce classroom time can be devoted to practicing the concepts and additional concepts. The committee unanimously approved this proposal and recommended it for funding. Professor Simpson is an excellent choice for this work since he already is well versed in creating tutorial videos. These videos will benefit not only Math 300 students but those in other classes as well and will be a great resource for the Mathematics Department.

**Georgine Hodgkinson, Type A to be completed in Fall 2019**

Georgine Hodgkinson's proposal, "Bridges Not Walls: An Ethnographic Look into the Culture of Incarceration and Formerly Incarcerated Student Support Services," considers the impact of, and support services for, the growing number of formerly incarcerated students currently enrolled at CRC and other community colleges. In addition to exploring the "culture of incarceration" through an inside look at an on-going legal battle, *Heckathorn v. Holland*, she will also assess the support programs for formerly incarcerated students at other college campuses. The goal is to create best practices for student support service staff and also instructional faculty. The committee felt this project would add tremendous value to our understanding of a student population group that is invisible and difficult to track, and one of the most vulnerable.

**Teresa Aldredge, Type A, to be completed over 2018-19 academic year**

Teresa Aldredge's proposal, "Investigating Systemic Change for Disproportionately Impacted (DI) Students While Creating Beacons of Hope for Faculty Working with these Populations," will investigate how successful programs at other colleges have made systemic changes at the institutional level to address disproportionately impacted students. The goal is to share the findings with the campus community but particularly instructional faculty on how to improve the success rates of our (DI) students. Teresa envisions creating a learning community of faculty who will go through a series of trainings that can address teaching methods and strategies, implicit bias in the classroom, and understanding the challenges of DI students. Teresa will also use part of her leave time to travel to Ghana where she will interview and spend time with elders for both personal reflection and to learn how community building works in another culture (and its application for our own). The committee felt this project would benefit our faculty at a critical time when we are becoming more proactive in our approaches to helping DI students, and that it also awards a faculty member who has always been so giving of her time and expertise to our campus an opportunity to rejuvenate.

Respectfully submitted to the Academic Senate by Kathryn Mayo and Anastasia Panagakos, co-chairs of the Professional Standards Committee, May 10, 2019.