

## **Professional Standards Committee**

### **2019-2020 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.

#### **2019-20 Members:**

Lap Ly

Patty Felkner

Kerstin Feindert

Fred Deneke

Ray Mapeso

Thien-Huong Ninh

Mun Kang

Mike Yarborough

Lisa-Marie Mederos

Miriam Beloglovsky-Baran

Norman Hom

Alex Peshkoff (union representation)

**2019-20 Co-Chairs:**

Kathryn Mayo

Anastasia Panagakos

**2020-21 Chair:**

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

**Committee Activity:****2019-20 Committee Goals:**

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

1. Review committee charge and update/amend/change if needed
2. Update rubric to be used in reviewing completed sabbatical reports
3. Update rubric to be used in reviewing sabbatical proposals
4. Update sabbatical application form to conform to new district form
5. Adhere to established standards for collecting, reviewing and interviewing faculty applying for sabbaticals for both the fall and spring semesters.
6. 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 and the Academic Senate.
2. The rubric for reviewing completed sabbatical reports was updated by the Professional Standards committee to help members review submitted reports.
3. The rubric for reviewing sabbatical proposals was updated by the Professional Standards committee
4. The sabbatical application form was updated to conform to a new district form.
5. The committee collected, reviewed and interviewed faculty applying for sabbaticals for both the fall and spring semesters. Four type B sabbaticals were recommended for approval and one type A sabbatical was recommended for approval. Two proposals for Type B sabbaticals and one proposal for a Type A sabbatical were not recommended for approval.

**Sabbatical Proposals recommended for approval:****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.

**Lesley Gale: Type B proposal awarded at 40% for the spring 2020 semester**

Professor Gale's project "Training the Teachers: Talking about Race and Each Other with Our Students" focuses on the collection of the theories and best practices of facilitating often difficult conversations about race, gender, sexuality, religion, political ideologies, and other demanding topics and create opportunities to practice them. She will use these practices with the Equity Academy participants and then train the participants to use the strategies in their own spheres of influence, including divisions, departments, committees, and their students. Professor Gale's passion for her students and the faculty of CRC was noted by the committee as well as her bravery and willingness to tackle extremely difficult topics. The committee felt that this thoughtful project will benefit Cosumnes River College's current faculty and students as well as future instructors and students. The committee is aware of the lasting impact this project can have for the CRC community.

**James Frazee: Type B proposal awarded at 40% for the spring 2020 semester**

In Professor Frazee's type B sabbatical project "Exploratory Multivariate Analysis of Factors Effecting Satisfactory Outcomes for First Year Statistics Students," he will seek to identify factors related to the number of students who are unable to successfully complete college level statistics (e.g. PSYC 330). Professor Frazee's research centered project will help him identify currently unknown or underrepresented factors influencing student experiences through empirical survey data and qualitatively collected interview data. His findings will inform recommendations for change within the Psychology department. Professor Frazee noted that he feels this project will help rejuvenate his faith in college service and the committee commends Professor Frazee's commitment to developing a deeper understanding of his students and they noted his desire to explore his passion for research.

**Miriam Beloglovsky: 100% Type B awarded for the spring 2020 semester**

Miriam Beloglovsky's proposal "Research Study on How Children Enter the Process of Inquiry" investigates how children enter into inquiry and what support they need to become designers and creative innovators at a time when play, a vital component of childhood development, can be subsumed by the desire to stress academics in early childhood education. Her proposal will provide a framework that can be used when designing learning environments and planning pedagogy and instruction. Professor Beloglovsky also hopes her research has implications for changing policy in government sponsored programs such as Head Start. The committee commended her strong proposal and passion for her discipline and department. The committee feels that research about childhood inquiry is an important endeavor and would contribute to Professor Beloglovsky's expertise and revitalization as a faculty member.

**Markus Geissler: Type A awarded for the fall 2020 semester**

His proposal "Changing My Teaching Assignment Focus to Cybersecurity-related Courses to Help Meet the Computer Information Science Department's Emerging Needs" is an excellent example of a faculty member keeping abreast of changes to his discipline and industry standards. Markus's sabbatical, which will allow him time to do a series of "train the trainer" seminars on cybersecurity, presents an immediate need for our students who are now able to earn a certificate in cybersecurity. These classes are in partnership with Fresno City College and LA Pierce College and represent a cutting edge collaboration that will give our students an advantage in the workforce. Markus has also worked tirelessly as an industry/academic liaison in his role as Greater Sacramento Region's RDEE for ICT/DM and he is excited to be back in the classroom applying what he has learned.

**Rick Schubert: 40% Type B awarded for the fall 2020 semester**

His proposal, "A Pathway to Professional Life," proposes to develop a model, and lay the groundwork for, a pathway for students through the CRC Honors Program to graduate and professional school. His proposal aims to focus on their preparation for subsequent careers as academics or related professionals with an emphasis on expanding the pipeline of students from historically underrepresented and disproportionately impacted groups into college and university faculty positions. The project will support a broader range of our students in recognizing their full academic potential and their full range of future career opportunities, including in specific their future opportunities as college and university faculty. It will contribute over the long term to an increase in the diversity and quality of Los Rios faculty. Rick has been a tireless advocate of the honors program and an instrumental member of cultivating the Guided Pathways model. The committee is thrilled to see efforts being made to promote the future growth of the Honors Program and academic development of our students.

Respectfully submitted to the Academic Senate by Kathryn Mayo and Anastasia Panagakos, co-chairs of the Professional Standards Committee, April 17, 2020.