

JUNE 15-18, 2022 | HYBRID EVENT
SACRAMENTO CITIZEN HOTEL

FACULTY LEADERSHIP INSTITUTE



ACADEMIC SENATE
for California Community Colleges
LEADERSHIP • EMPOWERMENT • VOICE

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 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 acknowledge that this important work is taking place throughout the unceded territory of California, home to nearly 200 tribal nations. We acknowledge and honor the original inhabitants of our various regions. A land acknowledgment is a critical step towards working with native communities to secure meaningful partnership and inclusion in the stewardship and protection of their cultural resources and homelands.

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

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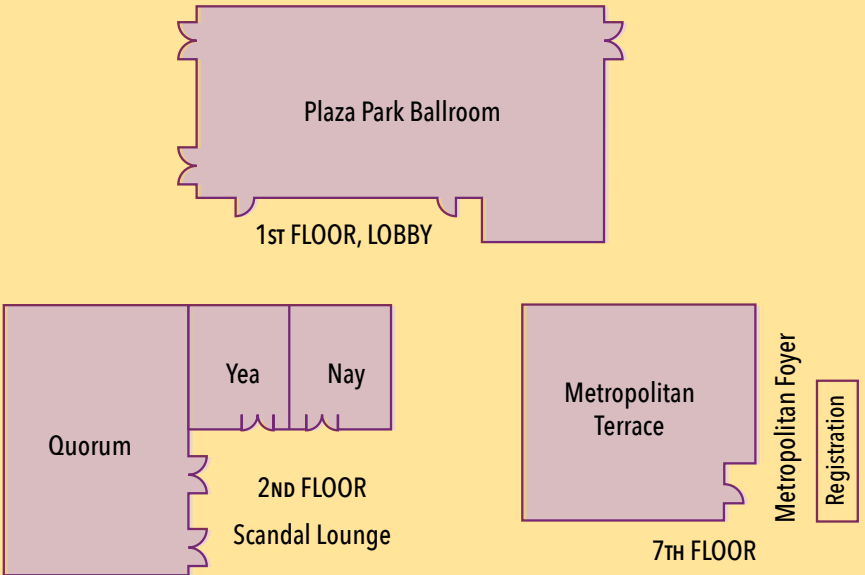
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GUIDELINES FOR DIALOGUE – COMMUNITY EXPECTATIONS

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)

THE CITIZEN HOTEL MAP



COVID-19 SAFETY

The Citizen Hotel continues to follow all city and state guidelines regarding safety and mask requirements. At this time, the hotel requires face masks to be worn in any public space including the outdoors where more than 10 people are gathered. No guests may enter the lobby or common areas without a face mask. In addition, physical barriers have been added at key points of contact, seating has been reduced throughout common areas, and hand sanitizing stations are available throughout the hotel. Housekeeping stayover service has been suspended while additional amenities are available upon request. For additional information visit the Citizen Hotel website: www.thecitizenhotel.com/amenities/covid19-travel/



WELCOME

On behalf of the ASCCC Executive Committee, I welcome you to the 2022 Faculty Leadership Institute with both in-person and virtual attendance options. The Faculty Leadership Institute is designed to equip attendees with the skills and knowledge that they need to be effective academic senate leaders. This knowledge includes the tenets and principles of inclusion, diversity, equity, anti-racism, and accessibility that are woven throughout the program and are foundational to the work of faculty leaders.

New this year is our partnership with the Student Senate for California Community Colleges (SSCCC). Students are instrumental in formulating processes and policies on curriculum and instruction. The SSCCC will be joining this event on Wednesday afternoon and Thursday morning to share information and perspectives on how faculty and students can work together regarding governance and advocacy. Thursday after lunch, the faculty portion of this institute will begin, and the institute will close with a mock plenary session on Saturday morning.

Although the last couple of years have been challenging, opportunities still abound. Just as the global pandemic seems to ebb and flow, so do the challenges and opportunities in community colleges. Faculty have been responsive and resilient in their work with students, classified professionals, administrators, and trustees and will continue in the same manner as the colleges move beyond the current challenges.

We hope you find the next four days meaningful and valuable in providing you with tools and information to take back to your colleges as faculty navigate the many challenges of the moment while finding opportunities to improve the curriculum and instruction that colleges provide to their communities. Thank you for joining us, and enjoy the Faculty Leadership Institute.

Virginia May

Ginni May, President, ASCCC



WEDNESDAY

June 15, 2022

STUDENT/FACULTY COLLABORATIONS

12:00 PM - 1:00 PM Lunch

Metropolitan Terrace

WELCOME 1:00 PM - 1:15 PM

Welcome from SSCCC and ASCCC

Metropolitan Terrace

Ginni May, ASCCC President

Clemaus Tervalon, SSCCC President- elect

**Better Together: Students and Faculty Working Together
in Participatory Governance** *Metropolitan Terrace*

Cheryl Aschenbach, ASCCC Vice President

Angelica Campos, SSSCC Outgoing President

LaTonya Parker, ASCCC Secretary

Students and faculty are both identified in Title 5 as having specific roles and responsibilities in participatory governance, the 9+1 and 10+1 respectively. While perspectives between faculty and students may differ, many areas of responsibility overlap. This overlap creates an opportunity to learn from each other and to advocate together to meet the needs of students. Join us to explore collaborative methods for working with each other and with other college stakeholders to provide high-quality programs and services in pursuit of shared aspirations.

2:45 PM - 3:00 PM Milk and Cookies Break *Terrace Foyer*

**Advocacy - How to Leverage the Student and Faculty
Voice to Affect Change**

Metropolitan Terrace

Ginni May, ASCCC President

Jeanice Warden-Washington, Chief Consultant, Assembly Committee on
Higher Education

Zachariah Wooden, SSCCC VP of Legislative Affairs-elect

For more than a decade, the California Community Colleges have undergone significant changes resulting from legislative reform and the budget process. Join this session for an up-close look at how the legislation impacts students and faculty, and how students and faculty can advocate together to strengthen initiatives focused on student success.



THURSDAY

June 16, 2022

8:00 AM - 9:00 AM Registration and breakfast *Terrace Foyer*

GENERAL SESSION 3 9:00 AM - 10:30 AM

Brown Act

Metropolitan Terrace

Erik Wada, ASCCC North Representative

Manuel Vélez, ASCCC Area D Representative

The Brown Act requires local government business to be conducted at open and public meetings, except in certain limited situations. It is based upon state policy that the people must be informed when a government agency takes action on their behalf. This general session will provide an introductory overview of the Ralph M. Brown Act with a focus on how to remain in compliance as we prepare for the return to in-person meetings, and consider the impact of the new rules regarding teleconferencing.

What's the big IDEAA? SHIFT Happens! *Metropolitan Terrace*

Michelle Bean, ASCCC Treasurer

Angelica Campos, SSSCC Outgoing President

Carrie Roberson, ASCCC At-Large Representative

Clemaus Tervalon, SSSCC President-elect

It starts with a mission and a vision... supporting students with inclusion, diversity, equity, anti-racism, and accessibility, through IDEAA efforts that are a responsibility of educational systems. Shift happens when faculty and students work together to understand the student experience and create necessary transformations that shift campus culture to support student success. This session is intended to get individuals, as representatives to their colleges, not only to understand the significance of IDEAA, but to also make shift happen to support students through their educational endeavors.

12:15 PM - 1:15 PM Lunch

Terrace Foyer Area

GENERAL SESSION 5 1:15 PM - 2:45 PM

Part 1: Governance and Consultation at the State and Local Levels

Metropolitan Terrace

Ginni May, ASCCC President

Understanding the rights and responsibilities of the academic senate, collective bargaining groups, students, staff, administrators, and trustees is important for ensuring that a college's governance structure functions well in order to serve students and the community. This general session is intended to explore the role of the local academic senate in college governance processes, discuss how to effectively navigate the community college participatory governance landscape, and provide an overview of the governance process at the state level.

Part 2: You got this! The Resolution Writing Breakdown

Metropolitan Terrace

Michelle Bean, ASCCC Treasurer

Amber Gillis, ASCCC South Representative

Resolution writing may be scary to some, or it may be exhilarating to others. That is okay! We are here to break down the process and give you an overview of what is to come at a future plenary session. It is vital for faculty leaders to understand the ASCCC resolution process as it is the way the faculty body expresses its official positions on

academic and professional matters and legislation. During this session, attendees will learn the nuts and bolts of resolution writing, as well as what happens after a resolution has been voted up or down by delegates. Attendees will also receive an overview of the Resolutions Handbook, the parliamentary process for debating and voting on resolutions at a plenary session, and how to use resolutions locally at a college or a district. Come ready to practice and ask questions.

BREAKOUT SESSION 1 3:00 PM - 4:15 PM

1. In Search of IDEAA—Critically Evaluating Your Academic Senate’s Foundational Documents with Purpose and Intentionality

Quorum

Juan Arzola, ASCCC At-Large Representative

Erik Reese, ASCCC Area C Representative

“Every system is perfectly designed to get the result it gets.” This quote relates to the need to redesign systems that are inefficient or not producing the desired results. Join us in this interactive breakout session as we discuss critical reexamination of local academic senate foundational documents (constitution, bylaws, handbooks, policies, and more!) with the specific purpose and intent to design a system that increases the representation of perspectives that are missing from shared governance and leadership spaces.

2. Building a Diverse Faculty Leadership: Intentionally Including, Growing, and Mentoring BIPOC Faculty for Academic Senate Leadership Roles

Yea

Christopher Howerton, ASCCC North Representative

Robert L. Stewart Jr, ASCCC South Representative

Manuel Vélez, ASCCC Area D Representative

Having a place at the table is not enough! Academic senates serve a unique role on our California Community College campuses. Academic senates are the primary way by which the faculty engage in local, district and state participatory governance, and work closely with administrations on academic and professional matters. Academic senates achieve this by offering the administration recommendations, guidance, perspective, and feedback as the college makes important decisions on how the college does its business. It is well established in educational leadership research that decision-making is at its best when diverse voices are amplified and when alternative perspectives are considered. Decisions are often influenced by who sits at the head of the table, and faculty from underrepresented groups are not being equitably elevated to positions of leadership in our academic senates and decision-making committees. Come join us in this very important discussion on intentionally including Black, Indigenous, and People of Color (BIPOC) in faculty leadership roles on our campuses.

3. Using Data Effectively - Importance of Data Disaggregation to Measure Equitable Student Success

Nay

Stephanie Curry, ASCCC Area A Representative

Eric Wada, ASCCC North Representative

Disaggregating data by (for example) racial/ethnic, LGBTQIA, Full time/Part-time, Transfer and Pre-transfer status is important to

focus on inclusion, diversity, equity, accessibility, and anti-racism. This breakout session will discuss how local academic senates can access and use data to inform the 10+1. Participants will share local processes that use data, and if/how the data are disaggregated to ensure equitable student success outcomes. As a group, we will share strategies for how academic senates can empower faculty to use data appropriately to enhance equitable student success.

4. Handling Discourse and Sticky Situations

Plaza Park Ballroom

Karen Chow, ASCCC Area B Representative

LaTonya Parker, ASCCC Secretary

Let your Discourse with Men of Business be Short and Comprehensive.”

~ George Washington

This leadership breakout is designed as a reflective and interactive session on racial microaggressions whether conscious or unconscious and their impact, the verbal exchange of ideas when disagreements (or sticky situations) may arise as academic senate presidents, and a leader’s work with their own constituents and other constituency leaders.

In this session attendees will: Learn definitions of microaggressions; identify or brainstorm on ways microaggressions impact students and the college community; gain strategies on how to prevent microaggressions or sticky situations; and share microaggression intent/unintentional experiences and provide frameworks to increase our leadership effectiveness.

Leadership: Being an IDEAA Academic Senate President

Metropolitan Terrace

Stephanie Curry, ASCCC Area A Representative

Robert L. Stewart, Jr, ASCCC South Representative

What does it mean to be an Inclusion, Diversity, Equity, Antiracism and Accessibility (IDEAA) Academic Senate President? How can you use your leadership opportunity to support and engage faculty in IDEAA work around the 10+1? Come to this session to learn the nuts and bolts around academic senate leadership and ASCCC tools and resources that can help you be an IDEAA leader.

5:30 PM - 6:00 PM Mock Resolutions Due

All mock resolutions must be submitted electronically through the online form and signature page found at <https://tinyurl.com/ASCCCResolutions>. The form requires the mock resolution title; your name, college, and email address; up to four whereas and resolves; and four confirmed voting delegates' names, colleges, and email addresses who second the resolution.



FRIDAY

June 17

7:00 AM - 8:00 AM Walk/Jog/Run Around the Capitol

Join members of the Executive Committee for a walk/jog/run around the Capitol. Meet at the **Citizen Lobby at 6:55 AM** and start your day off with an invigorating walk/run around the State Capitol.

Cheryl Aschenbach, ASCCC Vice President

Michelle Bean, ASCCC Treasurer

Ginni May, ASCCC President

Erik Reese, ASCCC Area C Representative

8:00 AM - 9:00 AM Breakfast and Registration Desk

Opens

Terrace Foyer

9:00 AM - 10:15 AM Area Meetings

This four-area grouping is the formal basis for local senate representation to the Executive Committee of the Academic Senate for California Community Colleges. The groups discuss matters of concern to their areas.

Area A - Stephanie Curry *Quorum*

Area B - Karen Chow *Yea*

Area C - Erik Reese *Nay*

Area D - Manuel Vélez *Plaza Park Ballroom*

BREAKOUT SESSION 2 10:30 AM - 11:45 AM

1. ASCCC Liaisons: What Do They Do and How Can They Do It?

Quorum

Amber Gillis, ASCCC South Representative

Carrie Roberson, ASCCC At-Large Representative

The work of both the Academic Senate for California Community Colleges and local academic senates is continuous and demanding, given the many changes and advancements within the California Community Colleges system. Ongoing student success initiatives, legislative changes and demands, existing realities of the teaching and learning experience, and the dynamics within higher education all deserve your local academic senate's attention; however, navigating all these important issues statewide and bringing them to your local academic senate takes considerable time and resources. Who can support the imperative need for awareness of academic and professional matters? How can local academic senates stay abreast of everything in front of them and what's to come? How can local

academic senates maintain faculty voice and involvement at the local level as it pertains to statewide issues and opportunities? Liaisons! Join this interactive session to learn how to strengthen, further engage, and increasingly inform your local academic senates through the leadership, empowerment, and voice of ASCCC liaisons.

2. We're Here to Help! Leveraging ASCCC Resources to Help Empower and Inform

Yea

Karen Chow, ASCCC Area B Representative

Krystinne Mica, ASCCC Executive Director

The ASCCC offers a myriad of resources and services for faculty! This breakout is designed as an interactive session where attendees will have an opportunity to explore the new ASCCC website, review briefly the Local Senates Handbook, examine resources for campuses, and determine when or if there is a need to call for help. Bring your laptops and come prepared with questions!

3. Academic Senates and Unions: Creating, Maintaining, and Leveraging Effective Partnerships

Nay

Cheryl Aschenbach, ASCCC Vice President

Wendy Brill-Wynkoop, FACCC President

As established by Education Code, employer-employee relations, which include collective bargaining of faculty salaries and working conditions, are unions' responsibility, while making recommendations on academic and professional matters is the responsibility of academic senates. In reality, though, the responsibilities of the two faculty representative groups are nuanced. Presenters will review the purview of academic senates and scopes of unions as established in Education Code and Title 5 and explore the areas where the work of academic senates and unions may overlap, including on the

current hot topics of academic freedom and faculty evaluations. The discussion will include creating and maintaining effective senate-union relations and leveraging senate-union partnerships.

4. Bringing It To Resolution Writing: A Fun Follow-up and Practice for Mock Plenary

Plaza Park Ballroom

Juan Arzola, ASCCC At-Large Representative

Michelle Bean, ASCCC Treasurer

Whereas, At local and statewide levels, academic senates rely on clear, actionable resolutions to set their direction and take positions; and

Whereas, The ASCCC resolutions process allows for all California community college faculty to participate in making policy recommendations that guide and impact our system.

Resolved, That attendees come to this session to learn how to develop statewide resolutions that are more likely to be approved; and

Resolved, The presenters will delve deeper into the details of the Resolutions Handbook and help participants fine-tune resolutions for the Mock Plenary session on Saturday.

11:45 AM - 12:45 PM Lunch

Terrace Foyer Area

12:45 PM - 1:00 PM Mock Amendments Due

Mock amendments to previously published resolutions and mock resolutions submitted as urgent must be submitted electronically through the online form and signature page found at <https://tinyurl.com/ASCCCResolutions>. The form requires the mock resolution's title; your name, college, and email address; an uploaded document clearly showing proposed amendments to

any whereas and/or resolve; and four confirmed voting delegates' names, colleges, and email addresses who second the amendment to a mock resolution or an urgent mock resolution.

GENERAL SESSION 7 1:00 PM - 2:00 PM

Becoming an Advocate: Understanding the Budget and Legislative Process *Metropolitan Terrace*

Cheryl Aschenbach, ASCCC Vice President

Wendy Brill-Wynkoop, FACCC President

As the legislature increasingly passes laws impacting academic and professional matters, it is imperative that faculty stay informed on the budget and legislative processes and increase local and statewide advocacy efforts. Presenters will review the budget and legislative processes and discuss ways faculty, especially local academic senate leaders, can engage in advocacy.

GENERAL SESSION 8 2:15 PM- 3:15 PM

Name that Academic and Professional Matter!

Metropolitan Terrace

Ginni May, ASCCC President

As academic senate leaders, we often find ourselves in situations trying to determine or explain how an issue is an academic and professional matter. Join your colleagues in table groups and virtual breakout rooms to examine and discuss scenarios based on real issues. Then...name that academic and professional matter!

**Strategies to Lead an IDEAA Academic Senate -
Interactive**

Metropolitan Terrace

Christopher Howerton, ASCCC North Representative

LaTonya Parker, ASCCC Secretary

Join us for an interactive follow-up session where we will apply concepts from General Session 6 and share strategies to enhance diversity in local college governance. As academic senate leaders, we can lead by example and advocate for processes that authentically **include** those often-underrepresented voices. Some topics we will discuss are recruitment and appointment of faculty, best practices for onboarding new academic senate representatives and supporting their growth as faculty leaders, managing an effective academic senate meeting to ensure all voices are heard in discussions, infusing **equity** in academic senate goals, and how to honor each other in times of conflict.

**6:00 PM - 8:00 PM Reception and FELA Academy
Recognition Ceremony**

Scandal Lounge

Come join us over drinks and appetizers to celebrate the graduating cohort of the inaugural FELA Academy



SATURDAY

June 18

8:00 AM - 9:00 AM Breakfast

GENERAL SESSION 10 9:00 AM - 9:30 AM

**The ASCCC 2022-23 Executive Committee:
Who Are They and What Do They Do?** *Metropolitan Terrace*

The ASCCC Executive Committee consists of 15 members. Got questions about the Executive Committee? Ever wonder what it is like to serve on the Executive Committee? What does one do as an Executive Committee member? Join us for answers to these questions and more!

GENERAL SESSION (CONT.) 9:45 AM - 11:45 AM

**10+1 Mock Resolutions Debate and Voting
Parliamentarian** *Metropolitan Terrace*

PRESENTERS LIST

Wendy Brill-Wynkoop, FACCC President

Angelica Campos, SSCCC Outgoing President

Clemaus Tervalon, SSCCC President- elect

Jeanice Warden-Washington, Chief Consultant, Assembly Committee
on Higher Education

Zachariah Wooden, SSCCC VP of Legislative Affairs-elect

*Thank you for attending the
2022 ASCCC Faculty Leadership Institute*

ACADEMIC SENATE

EXECUTIVE COMMITTEE

President: Ginni May
Vice President: Cheryl Aschenbach
Secretary: LaTonya Parker
Treasurer: Michelle Velasquez Bean
Area A Representative:
Stephanie Curry
Area B Representative: Karen Chow
Area C Representative: Erik Reese
Area D Representative: Manuel Vélez

North Representative:
Christopher Howerton
North Representative: Eric Wada
South Representative: Amber Gillis
South Representative:
Robert L. Stewart Jr.
At-Large Representative:
Carrie Roberson
At-Large Representative: Juan Arzola

OFFICE TEAM

Executive Director: Krystinne Mica
Director of Administration:
Tonya Davis
Director of Finance: Alice Hammar
Executive Assistant: Melissa Marquez
Event Manager: Edie Martinelli
Visual Designer: Katie Nash
Program Manager: Selena Silva

Program Manager: Miguel Rother
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