**ACADEMIC SENATE RETREAT OVERVIEW**

**(August 18, 2020 via Zoom)**

**Virtual Teaching Ideas and Senate Short/Long Term Goals**

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| **Virtual Teaching Ideas** | **Senate Short Term Goals** | **Senate Long Term Goals** |
| Remain flexible | Clear Antiracism statement. | LMC closes the opportunity gap and is a model for the system and other institutions. |
| Stretch every ones in a while | Faculty evaluate their classes if students are being supported and successful. | Hire more diverse full-time faculty especially black women. |
| Walk around | Get faculty on the EEO committee. |  |
| Practice ahead of time | Use the Ethno relative Checklist developed by task force as professional development review in Curriculum Committee. |  |
| Schedule everything | Have Kimberley Papillon come back and do an implicit bias training for all employees. |  |
| Use dedicated work space | Have all faculty use intrusive teaching & the FAM model online and face to face when we get there. Need training for all faculty not just through the FAM program with the equity office hour. |  |
| Get to know your students | Have faculty trained on Bridges out of Poverty so we understand the educational culture and how we can build that bridge from our students who grew up in a culture with poverty. |  |
| Keep connecting with others |  |  |
| Use your resources |  |  |
| Use two screens/monitors |  |  |
| Have a network of Instructors |  |  |
| Exercise daily |  |  |
|  |  |  |

**Caring Campus – Nicole Almassey:**

1. A campus wide initiative taken on by over 30 classified professionals to assist with collaborating services provided to students from start to finish to ensure successful outcomes.
2. LMC is in 2nd cohort out of 30 colleges. First cohort consists of 18 colleges nationwide.
3. Philosophy to develop behavior commitments to student to make them feel welcome and connected to LMC; student focus, nurtured, engaged, connected, valued and directed.
4. Classifieds involved are still in training with the hopes of using protocols during FALL 2020 rolling out face-to-face into online/virtual models to support student success outcomes.

**Equity at LMC – Sabrina Kwist and Marci Lapriore:**

1. Collaboration work with all colleges within the District; how do we uproot and address regarding social justice and anti-blackness.
2. Grow@4cd – LMC Stands Against Racism. <https://www.losmedanos.edu/blm/>

* Place to have conversations with resources and facilitations.
* How do we build share of understanding around spirit of racism by listening and act on it?
* Resolution 22-C (passed June 2020 by Governing Board); Forum led by college President.
* In collaboration with California Community College Equity Leadership Alliance; consists of 12 Institutes. LMC will be sending teams of faculty, staff and classifieds to go deeper on equity topics and mobilize the campus; part of 60 community colleges participating.
* Lots of tools, resources and workshops on racial justice available throughout the year.
* Cross district coalition work, safer space, flex workshop, equitable environment in online.

1. Tech Equity – Chromebooks, calculators, etc., <https://www.losmedanos.edu/its/studenttech.aspx>
2. Food Pantry – Food pick-ups for students, <https://www.losmedanos.edu/foodpantry/index.aspx>

**Potential United Faculty/Senate Shared Interests – Milton Clarke:**

1. 4CD Covid-19 Operational Plan Review – Who really is the responsible party here? No Shared Governance point of view in writing. Has the Safety Committee been involved?
2. UF encouraged Academic Senate to look into and have conversations on budget transparency.

* UF interested Academic Senate’s view on expenditures and revenues at LMC.
* Invite Carlos Montoya to present budget numbers in Academic Senate meetings.
* How can Academic Senate help bring back some adjunct faculty?

1. UF asked for Senate to take a look at protocols on getting equipment for faculty through IT.
2. UF encouraged Academic Senate to review procedures on enrollment management; 10-11% down on enrollment management.

* Ideas on instituting “supplemental instructors” using CARE funds for adjunct faculty.

1. UF needs faculty support (email Milton Clarke), outside Senate parameters of course, regarding the renewal of Contracts for Vice Chancellor Dio Shipp and Vice Chancellor Jonah Nichols.

**Academic Senate Parliamentarian/Financial Officer positions – Aprill Nogarr:**

1. Senate to discuss in FA20 shifting Financial Officer position into a Parliamentarian role.

**State Chancellor’s Call to Action – James Noel:**State Chancellor Oakley and system leaders called for our system to actively strategize and take action against structural racism. Specifically, the “Call to Action” asks for our system to mobilize around six key areas.

1. A System wide review of law enforcement officers and first responder training and curriculum.

* Training our law enforcement & first responder workforce in unconscious/implicit bias, de-escalation training with cultural sensitivity & community-oriented/de-militarized approaches.
* Partnerships with ASCCC, faculty, CTE Deans and local community peace officer trainings.

**State Chancellor’s Call to Action – James Noel (continued):**

1. Campus leaders must host open dialogue and address campus climate.

* Open dialogue – Town Hall on Sep 21, 2020.
* To be led by campus President, District Trustee, campus Police and Student Services.

1. Campuses must audit classroom climate and create an action plan to create inclusive classrooms and anti-racism curriculum.

* Ways we get/give feedback, studies in the ways of grading and dynamics exists socially.
* Evaluate all courses for diversity of representation and culturally-relevant content.

1. District Boards review and update your Equity plans with urgency.

* College leaders must have candid conversations about the limitations and barriers to pushing their equity plans and agenda further, and where there are opportunities and support to accelerate the work.
* Cross-campus teams committed to focus naming barriers, solutions & campus engagement.

1. Shorten the time frame for the full implementation of the Diversity, Equity and Inclusion Integration Plan.

* Fully implement 68 recommendations DEI Integration Plan with the sense of urgency.
* Tier 1 recommendations in the next 6-12 months and Tier 2 urgently thereafter.

1. Join and engage in the Vision Resource Center “Community Colleges for Change.”

* Chancellor’s Office created virtual community in the Vision Resource Center with content, dialogue and modules will be uploaded.
* “Content/All Communities/Community Colleges/Change/Join Community”
* Visit ‘visionresourcecenter.cccco.edu’ – This site if open to our entire system.

Note: It was suggested for LMC Academic Senate to engage in tough conversations and create Anti-Racism Resolutions that all faculty can endorsed.

**Academic Senate meeting via Zoom – Aprill Nogarr:**

1. Zoom Settings:

* Participants can join before start of meeting, no passwords as meetings are open to all.
* Participants should send all documents and slides; hosts/cohosts will do all screen sharing; referring to all documents (consent, first read & second read) to be approved by Senate.
* Join Zoom via computer/laptop to access Zoom functions; chat, polling, reactions & feedback.
* Include your name in your profile to make identifying speakers more efficient.

1. General Zoom Etiquette:

* Raise hand to speak, then mute and take down hand. If on phone, dial \*9 to raise hand, \*6 to toggle mute/unmute. You can’t use a phone to lower your hand.
* Use the non-verbal feedback to raise hand. (Explained on screen-graph on presentation)

**Membership and Standing Rules of Senate (with a Zoom twist) – Aprill Nogarr:**

1. All Senate meetings are all open to all faculty. Only elected Senate or proxy will have a vote.
2. Proxies/Alternate Representatives must teach in the same division and same FT/PT status.
3. Quorum will consist of 50% + 1 person.
4. Zoom votes will be done via roll call led and counted by Abbey for each action item.

**The Academic Senate is the voice of the faculty on the "10 + 1" Academic and Professional matters:**

1. [Curriculum](http://www.losmedanos.edu/intra-out/cur/index.aspx), including establishing prerequisites.
2. Degree and certificate requirements.
3. Grading policies.
4. Educational program development.
5. Standards or policies regarding student preparation and success.
6. [College governance structures](http://www.losmedanos.edu/sg/index.aspx), as related to faculty roles.
7. Faculty roles and involvement in [accreditation](http://www.losmedanos.edu/accreditation/index.aspx) processes.
8. Policies for faculty [professional development](http://www.losmedanos.edu/profdev/index.aspx) activities.
9. Processes for program review.
10. Processes for [institutional planning](http://www.losmedanos.edu/planning/index.aspx) and budget development.
11. Other academic and professional matters as mutually agreed upon.

**With 10+1 and Chancellor Oakley’s Call to Action in mind, what are some of short-term and long-term goals that you would like to see the Senate achieve? How can these goals be achieved? – James Noel:**

* Faculty were given 10 minutes to think about these goals and collected feedback.
* Short-term and Long-term Goals are listed at top of this document in cover table.

**2020 FALL SEMESTER MEETINGS:**

* Mon – Aug 31, 2020
* Mon – Sep 14, 2020
* Mon – Sep 28, 2020
* Mon – Oct 12, 2020
* Mon – Oct 26, 2020
* Mon – Nov 16, 2020
* Mon – Nov 30, 2020