

MDECOE FACULTY COUNCIL

MINUTES

September 18, 2023

In attendance: Shyrea Minton, Alex Hollett, Jordan Eickman, Jack Bagwell, Wilda Laija-Rodriguez, Virginia Kennedy, Monica Garcia, and Shari Tarver-Behring. Note taker: Wilda Laija Rodriguez

- I. Past minutes approved
- II. Everyone agreed to have EPC council meetings on Zoom
- III. Calendar invites have been sent – same zoom link will be used
- IV. Discussion CPC and DPC to be tabled
 - a. Policy was taken back to the departments.
 - b. Received feedback, election was held, and policy passed based on a vote
 - c. One department is having difficulties as voted and approved. There are three
Departments that appear to be in that situation.
 - d. Policy cannot be changed as of now, as it has passed based on a vote. Those folks that are in those committees are in those committees for next two years. The policy can be revisited for next term.
 - e. We cannot make changes to policies voted and approved, but can consider for next time.
 - f. We will devote a large part of our meeting Mid October on these Issues:
 - i. Policy not working well in Deaf Studies Department. Deaf studies share that change needs to happen this year. There is equity issue with junior faculty and interpreters.
 1. Deaf studies only has 3 FT faculty members
 2. Difficulty when bringing in someone who is not familiar with Deaf Department. This results in equity issue.
 - ii. There are three departments in this situation.
 - iii. Exact language will be forwarded to present to departments. Wording of the policy can be found in minutes from May 15.
 - iv. Need to continue to have this conversation. We don't quite just have the right fit. There are situations when there can be some adjustments, especially done by the dean.
 - v. Dean shared she has supported the interpreter shortage.
 - vi. Complicated situation as status of faculty members change.
 - vii. Dean reiterated that FAC passed the policy.
 - viii. FAC president wants to ensure we are meeting the needs of all departments, as FAC moves forward.
- V. Department Discussions Connected to Social Justice:
 - a. Departments have began to have discussions to definition of social justice.
 - b. All departments are doing things connected to social justice, but they may not be related to the current definitions of the social justice.
 - I. Alex shared that the Elementary Ed discussed social justice definition to see what is already happening. They voted on

three bullet points of what was most important. Teacher preparation program, will be focusing on those three things. One of them has to do with resources. EED wants to make sure to integrate P/T faculty on social justice. Focusing on the following terms in Presentation: Sustenance, Activism, Power, Self-Reflection, and Facilitation. Decentralizing work on social justice.

II. Monica from Secondary Ed: Secondary ed also met with P/T faculty; doing lots of work. Holding one hour meetings. Discussed social justice, did exercises, such examining own unconscious biases. Working on revising syllabus for introductory course. Formed committee revising course based on feedback regarding appropriateness of textbook. Will continue to have these conversations.

- c. In the college, there has been a lot of work and many meetings have happened to discuss this in the last various months.
- i. All College Meeting: Summary was sent
 - 1. From all college meeting, have FAC decide next steps.
 - ii. CTEP – Recruitment and Retention Work; Many people wanted to see this in the department; It was discussed at the administrative council retreat. There is some funding, want to keep working on this:
 - 1. Having in person gatherings, with all, faculty, staff, and students.
 - 2. Relate it to Equity Minded Syllabi and Curriculum.
 - 3. Professional Development for All of us.
 - 4. Central Repository for work done
 - 5. Website where there is activities, toolkits, future presentations.
 - 6. Chancellor office encouraging for our college to move forward to what makes sense to our college.
 - 7. Have representation from FAC
 - 8. Now DAI group, not CTEP. It is a group that has funding to continue and expand this work in coming year.
 - 9. For other departments, who would it be?
 - 10. Aimee' has proposal, with three other departments.
 - 11. Julie, leader of DAI, to see who can be part of the committee.
 - 12. Also, include ASI, ASE, and have Maria be the representative.
 - 13. Josh and Ian part of that committee.
 - 14. That committee is expanding.
 - 15. Alex and Shyrea are in that committee.
 - 16. Now moving on to setting up All College Meeting.
 - I. Possibly on November 3, Friday.
 - II. USU Big room
 - III. Or Porter Valley Country Club on Wednesday October 25 or November 1st

- IV. There is focus on syllabus revisions; This is a good place to start; solid way to build capacity.
- V. Shyrea and Dana do training in this area.
- VI. Will be rich conversations to have small groups.
- VII. Staff can do separate break out session to talk about what is relevant for them.
- VIII. Lunch
- IX. Activities for the afternoon.
- X. This is beginning to form and moving forward. Other alternatives, funding for speakers for development.
- XI. Designing webpage for social justice.
- XII. Money may not be there forever, was given for path for the future.
- XIII. Great ideas from administrative council in August; What is the pathway to move forward; Do we need to create another standing committee: EFAC has focused on social justice, but their agenda has grown, this may not be the best way forward to just leave it for EFAC. So that it is clear that it is part of the College, how are we involving people, moving forward, updating, this committee will take the lead. What will that involve? Will require Bylaw Changes and who will be involved.
- XIV. Reactions -CTEP may be the natural fit for this kind of work. Maybe dove tailing this work on to that committee?
- XV. Has the DEIJ group had this conversation? Do they understand they may take on this role or responsibility? Alex shared that the group has had this conversation and would be willing to continue to take on this work and to include other people included and be equitable in how to bring in people and other voices into the group.

iii. Dean shared that it is exciting to have the CTEP vision come to a reality.

VI. Dean's Report:

- a. Have been approved for 5 searches; committees have been charged to move forward.
- b. Have welcomed 5 new faculty.
- c. Estela Chacon will be interim Director.
- d. \$400,000 for operating costs was given by the Eisner Foundation. This funding has helped ACT and to support CTL and TLCC. They asked where we need the money.
- e. \$100,000 – some of it will go to the early childhood program to develop credential; use the money for professional development; have student focused meeting in the Spring. All of this takes money.
- f. Road show for RTP tomorrow. Will send reminder. This is for CPC chair. In her review of folks last Spring, everything went smoothly.

- g. Provost's focus has been on enrollment, drop of enrollment. We are in better shape this year in the campus.
 - h. Pell Grant issues. Incoming students affected by this and resulted in possible lower enrollment.
 - i. Will need to do some curriculum changes for ITEP program.
 - j. Still new 500 new credential students; CSUN one of the highest credential enrolled students.
 - k. One area belonging, wellbeing, self-care, strategic care: has had activities around noon time, pre-pandemic. There is no day where everyone is on campus who are interested. There should be agreement by college and topics everyone is interested.
 - i. Dean wants to go to EFAC committee and ask if they still want self-care and on what? Presentations, resources? There is new field evolving: radical self care.
 - ii. Self-care as a collective, to help burn out. Lots of information about the importance of self-care.
 - iii. Should we invite the members of EFAC and ESAC and maybe consolidate those meetings; there were concerns about quality of life and would be good to revisit this topic.
 - iv. Good idea to invite members of EFAC and ESAC.
 - v. For survey, will both in person and on zoom activities be explored?
- VII. Survey needed to chart path forward.
- a. To ensure that everyone has a voice.
 - b. Radical self-care and what that looks like, there needs to be intentional focus on self-care what that looks like.
- VIII. Deans and Chair retreat scheduled for October 2nd. Dean will not be present on that day for FAC.
- IX. Adjourned at 2:27