



Contra Costa College



LOS MEDANOS COLLEGE

FIRST ANNUAL 4CD DISTRICT PLENARY STUDY SESSION

Monday April 11, 2016

3:00pm-5:00pm

District Office 6th Floor Board Room

Meeting Notes

1.	<p>INTRODUCTIONS AND EXPECTED GOALS/ APPROVAL OF THE APRIL 11, 2016 PLENARY AGENDA (discussion/action) Henderson, Goehring, and McBrien welcomed attendees. Attendees introduced themselves. It was MSC to approve the agenda of April 11, 2016.</p>
2.	<p>WELCOME Eugene Huff welcomed the attendees and said he and the Chancellor were impressed with the senates coming together to discuss some brave topics.</p>
3.	<p>EQUIVALENCIES (information/discussion/action) Beth Goehring presented a PowerPoint for Equivalency Training. The presentation included information on state minimum qualifications and where to find them, the Academic Senate standards, information needed for an equivalency request, who is responsible for what, example of documented course work, review of the required forms, the District equivalency policy and how to review requests. She said there is an equivalency training quiz that they can get Flex credit for.</p>
4.	<p>EQUITY/PROFESSIONAL DEVELOPMENT (information/discussion/action) Beth McBrien explained that the District has received funds to pay for Professional Development activities on equity training. Each college in the district is organizing their own activities. At DVC, the UF negotiated equity training for part-time faculty through the Teaching Excellence Network (TEN) where they will get paid for the training and implementing an equity activity. . If space is available full-time faculty can sign up too. She said DVC is also coming up with other activities that promote equity. She said they had a College Forum to discuss equity activities and came to agreement they need an institutional definition of equity. She said they still need to discuss what is professional development and how does it impact SLOs.</p>
5.	<p>“EQUITY” THE MONITORING OF STATE FUNDS (information/discussion/action) Dr. Mayra Padilla presented a PowerPoint on Monitoring State Equity funds and the guidelines for its use. It included information on writing an equity plan and what it should include, success indicators, how to use research, coordinating equity plans with 3SP and other equity related programs and services, and a recommendation from the state Chancellor to coordinate student equity planning with the ASCCC Institutional effectiveness goal setting process. It also included information on the guidelines for acceptable expenditures of the funds and criteria, and questions to consider when evaluating equity activities.</p>

<p>6.</p>	<p>DIVERSE HIRING AND STUDENT LEARNING OUTCOMES (information/discussion/action) Silvester Henderson reviewed with the group, a video on the importance of a diverse faculty, and several data documents on employee demographics, data reports on faculty and students at the district and the national level and how these diversity numbers affect SLOs. He also shared an article on Increasing Diversity in Faculty Hiring. He pointed out the population has changed but the diversity of faculty has not. He said he knows this can be an uncomfortable topic but in general, hiring committees are not conscious of diversity and go with who they are comfortable with. He said the district has recently increased its marketing budget by \$200,000 to help target more diverse professional organizations for hiring announcements. He said he thinks if the same people did the paper screening and the interviewing, it could result in more diverse candidates since they will know the types of people who have applied and then see how they do in interviews. He said we need to really focus on diversity in our part-time hiring because most of our full-time hires come from our part-time pool.</p>
<p>7.</p>	<p>WRAP UP Goehring, McBrien and Henderson briefly summarized what was covered in these discussions and some next steps, and thanked everyone for attending.</p>