



Professional Development Program Regular Meeting
Friday, March 8, 2024 ~ 11:30am – 1:30pm
Hyflex room OCT250 (C³) and ZOOM Link: information below
1 Barnard Drive, Oceanside, CA 92056

Join Zoom Meeting: <https://miracosta-edu.zoom.us/j/210696310>

Meeting ID: 210 696 310

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AGENDA

- I. Call to Order
- II. Remote Member Attendance
Description: *PDP will consider remote participation of members under the provisions of AB2449, if any.*
- III. Roll Call
- IV. Individuals Wishing to Address the Committee (*on items not on the agenda*)
- V. Changes to Agenda Order
- VI. Consent Calendar
A. Approval of the Regular Meeting Minutes of February 9, 2024
- VII. Reports
A. Coordinator – *Roberts*
B. C3 – *Sullivan*
C. Online Education – *Julius*
D. DEqCC – *Eggleton*
E. Juntos Podemos – *Prescott, Velasco*
- VIII. Old Business
A. PDP Mission Statement and Charge — *Roberts*
Description: *The committee has continued to work on developing a new mission statement and charge. The current work in progress can be found on [this Google Doc](#). This comes back for the formation of a subgroup to create the mission statement for PDP.*
- IX. Information/Discussion
A. PDP Budget Discussion — *Roberts*
Description: *The committee will discuss how to allocate our remaining budget and plan for future purchases or initiatives.*
B. Calendar and Flex Changes — *Roberts*
Description: *The committee will discuss how we should advise changes to the calendar, which may reduce or otherwise change our use of Flex days. The calendar task force has asked for our input.*
C. Onboarding Discussion for New Employees — *Roberts*
Description: *The chair, along with the Joyful Teacher Jim Sullivan, will provide an overview of how we currently onboard new faculty in our faculty-led orientation process. We will discuss the campus-wide onboarding plan for all new employees and how it might interact with the faculty-led onboarding. Members are encouraged to review the onboarding plan emailed from Luke Lara, a member of the taskforce [at this link](#).*
- X. Adjournment

On September 13, 2022, California Governor Gavin Newsom signed California Assembly Bill 2449 (AB 2449) into law. This bill changes remote attendance rules under Ralph M. Brown Act's open meeting laws. With an effective date of January 1, 2023, AB 2449 imposes four periods of differing rules on remote access to, and member attendance of, local agency public meetings under the Ralph M. Brown Act (Brown Act). Further, a state of emergency is no longer in effect and so governing bodies will now meet in person with the possibility of approved remote attendance. The public may observe the meeting remotely or in person and offer public comment. A link for remote viewing or calling in is noted on the agenda. Therefore, Academic Senate and its subcommittee meetings will be held in person with a Zoom link available. If you wish to attend a meeting and you have another disability requiring special accommodation(s), please notify the Academic Senate Administrative Assistant at 760-795-6873. The California Relay Service (CRS) is available by dialing 711, or 800-735-2929 or 800-735-2922 for English or 800-855-3000 for Spanish.

In compliance with Government Code section §54957.5, nonexempt writings that are distributed to a majority or all of the MiraCosta Community College District, Academic Senate and its subcommittees in advance of their meetings, may be viewed at the Office of the Academic Senate President, One Barnard Drive, Oceanside, California, or by clicking on the Academic Senate's Committees website at <https://www.miracosta.edu/governance/academic-senate/committees.html>. Such writings will also be available at the meetings. In addition, if you would like a copy of any record related to an item on the agenda, please contact Debby Adler, Administrative Assistant to the Academic Senate President, at 760.795.6873 or by email at dadler@miracosta.edu.

Audio recordings of meetings may be available upon request. Please contact the MiraCosta College AS President's Office 760-757-2121 x6213 or email Debby Adler, Administrative Assistant to the Academic Senate at dadler@miracosta.edu.



UNOFFICIAL MINUTES

I. **Call to Order** – The meeting was called to order at 11:37am.

II. **Remote Member Attendance**

Description: *PDP will consider remote participation of members under the provisions of AB2449, if any.*

No members requested remote participation under the Just Cause provisions of AB2449.

III. **Roll Call**

Members present: Amena Coronado, Xuchi Eggleton, Rica French, Bruce Hoskins, Tricia Hoste, Dominique Ingato, Jim Julius, Ghada Osman, Brian Page, Zica Perovic, Denée Pescarmona (administrator), Andrea Petri, Aaron Roberts (coordinator), Jim Sullivan

Members absent: Ansina Green, Jade Hidle, JahB Prescott, Carlos Velasco

Others present: Sean Davis

IV. **Individuals Wishing to Address the Committee** (*on items not on the agenda*)

Rica French announced another upcoming partial solar eclipse in SD to take place in April.

Xuchi Eggleton suggested visiting and buying student art at the Fine Art Club display on campus.

Jim Sullivan highlighted Nadia Khan who started a Learning Design Hub noting that she is a gifted teacher who can help folks imagine how to implement their vision. If you run into a struggling colleague, Khan is an incredible resource to meet with.

Jim Julius announced that an OER ZTC-focused instructional design position was posted. It is a full-time grant-funded position, for potentially a year and possible renewal for a second year.

V. **Changes to Agenda Order** – None.

VI. **Consent Calendar**

A. **Approval of the Regular Meeting Minutes of December 8, 2023**

The consent calendar was approved by unanimous consent.

VII. **Reports**

A. **Coordinator**

PDP Coordinator, Aaron Roberts, shared information about new employee onboarding lead by Luke Lara and Edward Pohlert who are working with folks to prepare training for the campus. All are encouraged to read the final draft. There will be a mandatory 7-hour training over two days for all new employees. It does not take away from other orientations or onboarding but adding to them. Roberts plans to invite Charlie Ng to come to a PDP meeting. The PDP Coordinator oversees onboarding new faculty and he personally feels that the training is a step backwards in how we have moved to welcome people to MCC. He feels it does not align with how he would like it to be structured nor does it align with his values pedagogically as a person who is doing the new faculty work. This new training is information heavy with a lot of content and names. This will be mandatory in-person training for full-time faculty, classified employees, and administrators, but will be voluntary for associate faculty. The work we do for FT faculty is unique to MCC. Advocating the same values and beliefs and don't enjoy that this is an outside consulting group writing this for the college. Would like PDP members to come to the next meeting with opinions as the discussion about this continues.

Discussion ensued about a mid-semester flex-type day happening in two weeks lead by Ghada Osman. It is currently one workshop and Roberts is thinking about how PDP's goal for flex was to try to expand and see if we can link something else onto this. Osman explained that this workshop surrounds responding to student concerns whether it is student distress, thoughts of suicide, disruptive students in class, and more. A Canvas module has been created to guide faculty through when difficult situations happen and a place everybody can turn to. The aim of the workshop is to have folks talk about what challenging things have come up and how to get ahead of those situations. It will take place on Zoom for an hour and a half. She is working with Roberts to make this a fuller event. This can lead to the

connection over a topic. Looking for ideas to link onto that. This is not being approached as a student who is a challenge but rather as an equity issue. We are part of a community and how, as a community, can we work together?

Some ideas shared included:

A seminar to give in-classroom faculty tangible ways to help students who are neurodivergent. This includes the classroom environment, the space the student is sitting in, the lighting in the room, the glare from outside, and eye contact.

Strategies to work with the students and less about student concerns.

We put a lot of energy into the beginning of the semester so anything that brings attention to what we do now, i.e. mid-semester focus. Often weeks 4, 5, and 6 are where we need more work to be energized.

Roberts will create the Zoom and be there.

B. C3

C3 Teacher in Residence, Jim Sullivan shared a list of things going on. He praised Batina Love's keynote speech. Appreciated the partnership with Wendy Stewart and Office of IDEA.

Trying to do the same thing for the next campus read, Linda Sarsour's book, *We Are Not Here to be Bystanders*.

At 9am today there was the first Pedagogies of Cardíño. Recordings will be shared. The Teaching with Technology series will restart and continue.

The AI Discovery Lab done by Rick White was attended by more than 50 people. Will run in room 3611 each Thursday 3:30 to 5pm and on Zoom.

The new C3 website will launch on Monday. Sullivan shared and toured the new website. The site will include a calendar of upcoming events, as well.

Coming... will be sharing a collection of great books in the Digital Teaching and Learning Library

Also... removing the witch!

C. Online Education – Julius

Online Education Coordinator, Jim Julius, there have been active discussion around AI. There is a taskforce coming out of the Senate we are inviting people to join. Hoping AS has endorsed a statement of values to ensure AI is not harming equity or social justice.

Emails have been sent regarding the AI Turnitin detection tool. Need to engage folks around that tool specifically as a data point to help inform conversations. Would like to have more conversation about that because there is also some strong decent. Some faculty think there is a problem with the tool in terms of race and class and gender and the appropriations of student intellectual property. There is another group working really hard to use it to help them have thoughtful conversations with students about how we do this.

There is another new tool being worked with called Impact which is licensed at the state level and goes hand-in-hand with Canvas. Creates targeting messaging inside of Canvas. There are tools called Campaign and Walkthrough. Campaign can be set up so if using Canvas for the first time, it will give you messages to help you navigate you through Canvas. Walkthrough will give you the steps to take. You can create any customized group of recipients of these messages.

D. DEqCC – Eggleton

DEqCC Chair, Xuchi Eggleton, noted there are a lot of folks who are interested in joining the AS taskforce. ASG rep was in the meeting and gave a student perspective about their concerns. Beyond how it affects our job but, in the future too. It was noted that at another college in SD there are AI classes for faculty through UCSD extension being used for salary advancement.

During ACD, the Culturally Responsive in Pedagogy Grant was briefly discussed concerning forms of racism. There are some subtle and some not-so-subtle forms of racism including who raises their hands and gets more attention from the instructor, words, images. Not just in classrooms but in spaces like meetings, there are these same issues. Talked in terms of how we work with each other and not just with students but with colleagues. We will have a workshop late mid-semester to do with cultural humility and will include students and teachers. PD is about improving new faculty and there is not enough for space for discussing things that are being done well. Argue that a mid-semester PD session be more focused on what we are doing well as a community. A reminder that we are working hard and doing things we are doing well already.

E. Juntos Podemos – Prescott, Velasco

JahB Prescott and Carlos Velasco were not present. No report.

VIII. Old Business

A. PDP Mission Statement and Charge — Roberts

Description: *The committee has been working on developing our new mission statement and charge. The current work in progress can be found on [this Google Doc](#). This comes back for the formation of a subgroup to create the mission statement for PDP.*

The PDP committee talked in December about how they wanted to revisit the statement and charge. It will be a large undertaking but is it something the committee wants to do. We are still working on the larger PD steering committee for the campus and that language is finalized. Would it be good to do what we want to do or think about that language and work on new documents with its own language. There will be a larger PD charge coming out that might influence how we do ours for the PDP committee. Some folks are needed to create a draft.

There are conversations around the academic calendar and what PD looks like. Even PDP and Flex are connected to the Flexible calendar and the Chancellor's Office. This group can give guidance to the calendar committee with Curry Mitchell to advise the calendar committee. The hope is that if the work is being done well, each group will have the autonomy to do the PD that is best for them.

Leila Safaralian, Curry Mitchell, and Aaron Roberts are working on the larger PD steering committee. The work here should help to inform the calendar committee. Some of the conversations happening in the calendar committee is overlapping with conversations in PDP.

It was asked if the 10 flex days have been discussed in the calendar committee. If it has, then this committee should have a significant say in that and inform that conversation. They have been talking about getting rid of getting Flex but not getting rid of PD. The calendar committee should not determine how we do PD.

It was suggested that there is an identity crisis and asked if we are all together in PD or separate entities. Faculty have a legal mandate to do PD, while the other groups do not. There are a set of guidelines from the Chancellors Office concerning the flexible calendar schedule. There is autonomy for your own professional growth. The Flex program was designed to advocate for faculty. It gives faculty control over their PD. We don't have to address the calendar portion in this mission charge. What we are as a committee, what we value, and what that means. The flex or no flex model shouldn't be driven by the calendar. What is really important are the values of PDP and the spirit of what this group wants. Instead of a mission statement perhaps there is a need for a group concerning to flex or no flex. Then how many days, what kind of structure. We need a structure statement. What's best for faculty to not participate in the program, then bargaining will have to happen.

There is a philosophical theme around Flex, celebrating and the skill of self-evaluation. There is a discussion around the philosophy of what Flex is. What is PD and what does it mean to have it?

It was suggested it would be good to do something to take us away from the five flex days at the start of the semester and help us do things differently. It was noted that this is kind of what the calendar committee has looked at, i.e. looked at where Flex days would go and be most useful. It would be helpful to get guidance from PDP to the calendar committee.

Flex hours are part of the faculty contract, and it is important to keep it because PD is necessary for measuring and reflecting on what you did that year. There are two weeks with concentrated flex days. There are three ways you can think about PD: what we are doing – most happens at the beginning of semester; helpful tips; and reflecting and taking stock and bringing us back to the fun things about teaching. A way to reimagine PD is to support things that make us feel better and empowered and have people to talk to or perhaps smaller snippets throughout the semester. The purpose is to uplift and help us genuinely grow.

It was suggested to maintain the Flex schedule but putting workshops throughout the semester and not all at once. We can make recommendations, but we are not the sole deciders.

It was suggested that instead of a group for a mission statement and charge, what would our recommendations be for the calendar from PDP and what are our values. It would be good to have a mixture of institutional knowledge and folks who are fresh. Equity is a focus. The associate faculty need to have a voice, as well. It was noted that non-classroom faculty in terms of scheduling is difficult.

Need a group for PD Calendar/Philosophy Team

What is PD for us?

Calendar – Flex or no flex?

AF
Equity-minded perspective
Counseling
Noncredit

The best model – the least worst one.

MITCHELL is agreeing to own it for faculty and Pescarmona will own it for administration.

What would be helpful – what is PD – what are the hours to inform the days? What is the value of the structure? You are advising the calendar what you want and what is important.

The following PDP members agreed to work on this task force:

Aaron Roberts, Xuchi Eggleton, Ghada Osman, Rica French, Trisha Hoste, and an AF person to be paid for by the Office of Instruction. Roberts' task will be to talk to the taskforce.

Part of what is valuable during flex week is department meetings. We should think about designating a portion of our PD in collaboration with our departments.

When we list what we do make it checkable. How are we going to operate? Look at the structure.

IX. Information/Discussion

A. Team Time — Roberts

Description: *The committee will continue to work in small groups to build our PDP program resources. This time will be used to get into groups, discuss, plan, and work together.*

Time did not allow for team time at this meeting.

X. Adjournment – The meeting adjourned at 1:32pm.