



Faculty Professional Development Committee Minutes

Date: Wednesday, November 8,
2023
Time: 2:30pm-4:00pm
Location: [Zoom](#)

Type of Meeting: *Regular*

Note Taker:

Please Review/Bring: [Minutes](#) from the October 25 meeting

Committee Members:

Position	Member Name	Contact	Present	Absent
Faculty Co-Chair	Kathy Osburn	kosburn@avc.edu	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Administrative Co-Chair	Van Rider (proxy)	Khetam.Bakhit@avc.edu	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Administrative Council Member	Nathan Dillon	ndillon@avc.edu	<input type="checkbox"/>	<input checked="" type="checkbox"/>
CMSA Representative	James Nasipak	jnasipak@avc.edu	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Technical Liaison	Greg Krynen	gkrynen@avc.edu	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Classified Representative	Desiree Lee	dlee35@avc.edu	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tenure Evaluation Coordinator	Dr. Mike Pesses	Mike.Pesses@avc.edu	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Adjunct Representative	Sawsan Farrukh	sfarrukh@avc.edu	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Faculty Union Representative	VACANT		<input type="checkbox"/>	<input type="checkbox"/>
Faculty Rep, Counseling	John Wanko	jwanko@avc.edu	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Faculty Rep, Counseling	Katherine Quesada	kquesada@avc.edu	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Faculty Rep, CTE	Dr. Rona Brynin	rbrynin@avc.edu	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Faculty Rep, CTE	Caleb Healey	Chealey@avc.edu	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Faculty Rep, MSE	Dr. Zia Nisani	znisani@avc.edu	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Faculty Rep, MSE	Jane Bowers	sbowers@avc.edu	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Faculty Rep, L&CA	Mark Hoffer	mhoffer@avc.edu	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Faculty Rep, L&CA	Dr. Richie Hao	rhao@avc.edu	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Faculty Rep, A&H	Glen Knowles	gknowles@avc.edu	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Faculty Rep, A&H	VACANT		<input type="checkbox"/>	<input type="checkbox"/>
Faculty Rep, SBS	Kent Moser	kmoser@avc.edu	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Faculty Rep, SBS	Ken Schafer	kshafer2@avc.edu	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Faculty Rep, AKIN	Carrie Miller	clmiller@avc.edu	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Faculty Rep, AKIN	VACANT		<input type="checkbox"/>	<input type="checkbox"/>
ASO Rep	VACANT		<input type="checkbox"/>	<input type="checkbox"/>

Items	Person	Action
I. Approval of Agenda	All	Issues Discussed: Action Taken: Motion made by: John Wanko Second: Jane Bowers

		<u>Follow Up Items:</u>
II. Opening Comments from Co-chairs	Kathy Osburn Dr. Kathy Bakhit	<u>Issues Discussed:</u> None <u>Action Taken:</u> <u>Follow Up Items:</u>
III. Open Comments from the Public	All	<u>Issues Discussed:</u> <u>Action Taken:</u> John talked about the Vision Resource Center and reporting of on-campus external training and Greg Krynen clarified a few points. <u>Follow Up Items:</u>
IV. Approval of Previous Minutes	All	<u>Issues Discussed:</u> <u>Action Taken:</u> Motion made by: John Wanko Second: Mark Hoffer <u>Follow Up Items:</u>
V. Discussion Items	All	<p>1. Standards Feedback From Divisions, All</p> <ul style="list-style-type: none"> • A healthy and robust discussion of standards took place. Zia Nisani mentioned what was talked about last week, with faculty being happy with lower standards and wanting to see pedagogy related conferences to be considered as Standard I. Sawsan Farrukh mentioned that there needs to be an effort to reach the adjunct faculty, and Van Rider suggested using Academic Senate (adjunct rep) to survey the adjunct faculty. • Mark Hoffer proposed the possibility of keeping the 3 standards while breaking them into 8, 8, 32 hours for Std I, II, & III, respectively. This way, the faculty have the flexibility and the choice in fulfilling their obligations without being bogged down with meeting certain hours based on the current system. Sawsan Farrukh agreed with this proposal as it will make it easier for faculty to complete their hours. • Richie Hao suggested we don't increase Standard I so the system is more accessible and also allow for all conferences to count as Standard I. He stressed (and many agreed) that FPD is for the growth of faculty, and it should be a flexible system. Others also supported the 8,8,32-hour system.

2. IDEAL Faculty Academy Course, Mark Hoffer

Mark Hoffer talked about the various things coming down the pipe from the Senate and the need for a recognizable Faculty Academy. As such, he proposed a Class created by faculty for faculty “In this semester-long team-taught course, participants will gain insights, strategies, and practical approaches to fostering inclusion, diversity, equity, and accessibility, resulting in greater confidence, renewed sense of purpose, and measurable improvement in their job performance. They will also earn 54 hours of FPD credit or credit toward salary advancement through AVC's Faculty Academy. What makes this learning opportunity unique are its structure (weekly meetings), format (team-teaching from campus colleagues), rigor (written analytical assignments), and depth (psychological honesty as a goal).

Other faculty chimed in and made suggestions such as breaking down the class into smaller modules so faculty can earn partial credit as 54-h might be too long (especially for adjuncts), having it online, making sure there is rigor/rubric. Overall, everyone agreed that this is a great idea and some commented that this will go a long way to help faculty introduce diversity and equity in their curricula.

Finally, there was a comment that this could be a catalyst of other courses that will help faculty grow professionally and for those that need it, to get Faculty Academy credit.

3. Welcome Back Day Feedback, John Wanko

John talked about the discussion (see Attached document) counseling faculty had regarding the opening day, and how faculty feel excluded if they cannot attend. Many faculty agreed that counseling faculty should have a choice to attend. Feeling excluded from the campus community and activities is a serious concern and should not be ignored.

		<p>One person suggested moving Welcome back day to Saturday, but there is the issue of overtime and off-hour work for staff was mentioned.</p> <p>Finally, it was suggested, and few agreed, that this is really a union issue, but the FPDC committee should mention this concern to the administration. Together, a better solution might be reached.</p> <p>4. Jane Bowers discussed the ACUE survey results. This was an off-agenda discussion, but acting chair allowed it. For both modes of instruction (F2F and online) the survey respondents wanted the class on active learning. Jane suggested that there might be lots of overlap between these two courses. It was agreed to see what the curriculum for each course looks like.</p>
VI. Action Items	All	N/A
VII. Adjourn	All	Zia Nisani adjourned the meeting at 3:58:40 pm.
NEXT MEETING DATE: Nov. 29		Meeting Dates for Fall 23: Aug. 23, Sept. 13, Sept. 27, Oct. 11, Oct. 25 , Nov. 8, Nov. 29