



ANTELOPE VALLEY COLLEGE
FACULTY PROFESSIONAL DEVELOPMENT COMMITTEE
AGENDA
February 25, 2015
2:00 p.m. – 3:30 p.m.
L-201

To conform to the open meeting act, the public may attend open sessions

1. CALL TO ORDER AND ROLL CALL
2. OPENING COMMENTS FROM THE CHAIR
3. OPEN COMMENTS FROM THE PUBLIC
4. APPROVAL OF MINUTES
 - a. February 11, 2015 Meeting (attachment)
5. ACTION ITEMS
 - a. Spring 2015 Guest Speaker – Kevin Walsh, Social Styles
Date, time, location, materials (attachment)
6. DISCUSSION ITEMS
 - a. FPD Budget Procedure – Dr. Darcy Wiewall, Jackie Lott
 - b. Sabbaticals (to be distributed)
 - c. Fall 2015 Opening Day Speaker Update
7. ADJOURNMENT

2014-2015 FACULTY PROFESSIONAL DEVELOPMENT MEETINGS	
September 24, 2014 – A-141	March 11, 2015 – L-201
October 8, 2014 – L-201	March 25, 2015 – L-201
October 22, 2014 – L-201	April 8, 2015 - Spring Break
November 12, 2014 – L-201	April 22, 2015 – A-141
November 19, 2014 – BE-242	May 13, 2015 – L-201
February 11, 2015 – L-201	May 27, 2015 (if needed) – L-201
February 25, 2015 – L-201	

NON-DISCRIMINATION POLICY

Antelope Valley College prohibits discrimination and harassment based on sex, gender, race, color, religion, national origin or ancestry, age, disability, marital status, sexual orientation, cancer-related medical condition, or genetic predisposition. Upon request, we will consider reasonable accommodation to permit individuals with protected disabilities to (1) complete the employment or admission process, (b) perform essential job functions, (c) enjoy benefits and privileges of similarly-situated individuals without disabilities, and (d) participate in instruction, programs, services, activities, or events.



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1. CALL TO ORDER AND ROLL CALL

The Faculty Professional Development (FPD) Committee meeting of February 25, 2015 was called to order at 2:08 by Dr. Irit Gat, Chair.

2. OPENING COMMENTS FROM THE CHAIR

- Dr. Gat reported meeting with the Union regarding the proposed reduction in professional development obligation hours from sixty (60) hours to forty-eight (48) hours. The Union is negotiating the item on Friday, March 27, 2015. Dr. Gat noted the reduction was well-received by the Academic Senate and considerable positive feedback was given. Dr. Gat will meet with Dr. Bonnie Suderman on Monday, March 1, 2015, for continued discussion.
- Dr. Gat reported that Mr. Van Rider expressed his appreciation for the proposed flex obligation change, and suggested counting committee work as Standard 1. Dr. Gat will forward the email to members. The committee will address the request at a future meeting.
- Dr. Gat reminded members the 2015-16 FPD proposals are due this Friday, February 28, 2015. To date, thirty (30) proposals have been received, with more expected at deadline. The 2015-16 proposals will be evaluated by the Wednesday, April 22, 2015 FPD Committee meeting. Development of the 2015-16 FPD program will follow.
- Dr. Gat reported to the Academic Senate the committee's concern for cancelled flex events. She reported the Senate expressed the same concerns.
- Dr. Gat announced an upcoming professional development workshop at College of the Canyons on March 27, 2015. The registration fee is \$99; members may contact Dr. Gat if interested.
- Dr. Gat reported meeting with the Dr. Jill Zimmerman. Dr. Zimmerman has [Student Equity](#) funding available and will submit broad proposals to schedule guest speakers throughout the 2015-16 academic year. Student Equity Planning is administered through the Student Success and Support (SSSP) unit at the Chancellor's Office. SSSP staff are responsible for the implementation of the Board of Governor's Student Equity Policy and related regulations, including assessing district plans and reporting recommendations to the Board of Governors, providing districts with technical assistance in the development and improvement of plans, and assessing district progress towards the implementation of their plans over time.

College student equity plans focus on increasing access, course completion, ESL and basic skills completion, degrees, certificates and transfer for all students as measured by success indicators linked to the CCC Student Success Scorecard, and other measures developed in consultation with local colleges.

3. OPEN COMMENTS FROM THE PUBLIC

- Dr. Magdalena Caproiu asked for clarification regarding professional development credit for conferences and workshops attended off campus. Dr. Gat clarified that hour-for-hour credit may be claimed.

4. APPROVAL OF MINUTES

a. February 11, 2015 Meeting (attachment)

A motion was made and seconded to approve minutes of the February 22, 2015 FPD Committee meeting.

Motion carried with one (1) abstention.

5. ACTION ITEMS

a. Spring 2015 Guest Speaker – Kevin Walsh, Social Styles

Date, time, location, materials (attachment)

A motion was made and seconded to approve the aforementioned guest speaker.

The proposed date for the event is May 1, 2015 at 1:00 p.m. Members agreed HS-201 was recommended to hold the event. Dr. Gat explained the speaker would give a short non-validated assessment to participants, free of charge, to help identify their social style. Additionally, the speaker has available a validated assessment (cost \$15.00 per person) and also a booklet and validated assessment (\$23.00 per person) that would require rsvp's from participants. After a brief discussion the committee agreed that since the presentation is only 90 minutes long, these were not appropriate to use in the session; the free assessment will suffice. Dr. Gat will find out whether participants may order assessments on an individual basis. Ms. Nancy Masters will schedule a room for the May 1 event.

6. DISCUSSION ITEMS

a. FPD Budget Procedure – Dr. Darcy Wiewall, Jackie Lott

Dr. Wiewall stated that after research and review of FPD budgets of other community colleges, few answers were found regarding the allocation of funds for professional development. An email was sent to LeBaron Woodyard, Dean, California Community College (CCC); waiting for response.

Dr. Wiewall explained that AB 2558 indicates a maximum of 2% of college revenues can be used for FPD budget. She was unable to substantiate the claim that FPD funds may not be used for food, particularly in the case of workshops where preparation of specific foods would support learning objectives of the workshop. Dr. Gat reiterated Ms. Keelen's charge that public funds could not be used for supplies, as there are alternative flex workshops where participants may attend for the same credit.

Dr. Wiewall challenged why funds cannot be used for entrance fees, transportation, etc., and believes there are grounds to query the interpretation. Dr. Gat suggested the determination may remain at the local level.

Dr. Wiewall reported several community colleges have professional development funds available for faculty attendance at conferences. Dr. Gat clarified that at AVC there is a separate professional development budget for these purposes. An exception would be when committee members are attending a specific conference or meeting related to professional development committee work. Ms. Lott suggested taking the committee concerns to the state FPD conference for feedback. She stated that since AB 1725 is not narrow in scope, a broader interpretation is necessary to determine how the professional development can be allocated.

Ms. Lott proposed working with Mr. Mark Hoffer to draft a letter to Ms. Keelen, asking for clarification of these issues. Ms. Lott volunteered to email a copy of the letter to the members for review.

b. Sabbaticals (to be distributed)

Dr. Gat distributed the two applications received for sabbaticals, and reminded members about the confidential nature of each: applications are not to be removed from the room or discussed outside of committee discussion. Committee members reviewed both applications and discussed issues related to each proposal. Both applications will be returned for further clarification by the applicants, and then resubmitted to the committee. Dr. Gat will follow up with both applicants as needed.

c. Fall 2015 Opening Day Speaker Update

Dr. Gat reported that all invitees are on board to facilitate workshops on Fall 2015 Opening Day. The following participants will be scheduled:

- Student Success and Equity – LaDonna Trimble, Dr. Jill Zimmerman, Gary Roggenstein
- Technical Training – Rick Shaw, Greg Krynen
- AP&P – Dr. Darcy Wiewall
- Union – Dr. Susan Lowry
- Community College Survey of Student Engagement (CCSSE) and Collegiate Learning Assessment – Dr. Meeta Goel and Dr. Ed Beyer
- Learning Outcomes – Mark Hoffer

7. ADJOURNMENT

The Faculty Professional Development Committee meeting of February 25, 2015 was adjourned at 3:28 p.m. by Dr. Irit Gat, Chair.

MEMBERS PRESENT		
Dr. Irit Gat	Jack Halliday	Melanie Parker
Leslie Baker	Mark Hoffer	LaDonna Trimble
Dr. Liette Bohler	Jackie Lott	Dr. Darcel Wiewall
Rona Brynin	Ty Mettler	
Dr. Magdalena Caproiu	Dr. Tom O'Neil	
MEMBERS ABSENT		
Yesenia Cota	Darcel Jarrett-Bowles	Greg Krynen
Susan Snyder		
GUESTS		
Michelle Bender		

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This is a proposal, and if signed, a contract between Antelope Valley Community College and Global Community Enrichment, LLC.

Background

Kevin Walsh (Facilitator), of Global Community Enrichment, met with Irit Gat, Antelope Valley College (AVC) (Client), over the phone, to discuss the possibility of a professional development seminar to be conducted in Spring 2015. Kevin and Irit brainstormed some possible topics that would be most relevant to faculty at AVC. Through the conversation, Irit and Kevin identified the goals of the session would be that participants leave with:

- An introduction to the “Social Styles” model
- A common language for faculty to communicate more effectively
- An understanding of how “styles” react under stress

Draft agenda:

Antelope Valley College Spring, 2015
Welcome and Introductions
Introduction to Social Styles* <i>Participants will participate in an activity that will help them understand the model. It will also illuminate a style that will most resonate with each faculty member. The facilitator will engage the participants in a discussion to explore and understand the model.</i>

Communication Strategies
<i>Like styles will be divided into respective groups to answer a series of questions. They will then report out to the rest of the group. This process will identify specific areas where issues may arise among the faculty. It will also showcase opportunities to leverage strengths across the departments.</i>
Adjourn

*(Merrill & Reid, 1981)

Timeframe

Session Time: 90 Minutes

Session Date: Friday May 1 at 1 pm

Session Location: AVC, HS #201 (Health Science building)

Cost

90 minute session/including pre-work	\$3,100
	<u>Academic Client discount (-\$1,000)</u>
	\$2,100
Total	\$2,100

ACCOUNTABILITY:


- The facilitator will work directly with Irit as needed, and will provide routine updates over the course of the contract.
- The client will be accountable for all communication with the program participants in preparation for any specific work session(s), including the training day.
- If necessary, the client will make all arrangements for the training session (food, lunch, location, etc.) unless otherwise determined between client and the facilitator.

- The client will make information available and accessible to the consultant in order to successfully complete the work in a timely manner.
- The facilitator will deliver all work session(s) and final products on time and on budget unless otherwise agreed upon by client and facilitator, with the highest degree of quality and service to the client.
- Both facilitator and client will conduct themselves and their work in an ethical manner with high integrity and respect for the individuals involved in this process.

Ed Knudson

President/Superintendent

Antelope Valley College



3/28/15

Kevin Walsh

CEO

Global Community Enrichment

About the Facilitator

Kevin Walsh, PsyD

(310) 384-6244 Mobile

Kevin Walsh, PsyD, is a University Professor, the CEO of Global Community Enrichment and a Ken Blanchard Companies Consulting Associate. His consulting practice specialties include a wide range of training and development solutions. His expertise includes leadership development, executive coaching, nonprofit board development, organizational effectiveness facilitation, learning design, and teambuilding.

Dr. Walsh's clients include The Walt Disney Company (various business units around the world), Southern California Edison, Los Angeles County Department of Health Services, City of Hope and Huntington Hospital Medical Center. He has trained executives and managers at organizations nationwide including: YMCA, Cartoon Network, American Express, JP Morgan Chase, UCLA Geffen School of Medicine, Roll Global and College of the Canyons.

His professional experience includes securing over \$1.2 million dollars in grants and matching funding as Interim Director, Employee Training Institute at College of the Canyons. He led a team of over 200 people to host 14 Queens and President's Wives from African Nations as SVP, on The Executive Committee of the 1st Ladies of Africa Health Summit in Los Angeles.

Kevin has his Doctorate of Psychology in Organizational Management and Consulting from Phillips Graduate Institute (PGI). He has a Bachelor's of Science in Speech Communication from Syracuse University. Kevin is a certified Connective Leadership and Achieve Global Trainer, and has taught seven, eight-month Leadership Academies for the LAX Coastal Chamber of Commerce and Loyola Marymount University (LMU). Dr. Walsh is a professor in the Doctorate of Organizational Management and Consulting Program at PGI and teaches Nonprofit Leadership Development at LMU Extension. Kevin is also an Instructor in The Economic Development's Employee Training Institute at College of the Canyons.

3 Key Questions about AB 1725:

In response to a meeting with Irit Gat; V. P. Dr. Suderman, V. P. Mark Bryant and V.P. Keelen, as discussed by Dr. Darcy Wiewall and Professor Jackie Lott.

1. How are Faculty and Staff development opportunities to be funded, according to AB 1725?
2. Once funded, who decides what funds are allocated and what kinds of opportunities are approved and not approved?
3. If Professional Development opportunities involve transportation, how is that budgeted?

AB 1725 is not a new funding idea, in fact it was approved by the California State legislature in 1989. Darcy and I set forth a copy of the background description of AB 1725, via the Santa Monica College website.

AB 1725 is not a narrow scope of an idea. It includes professional development for “faculty, support staff, student services staff, and administrators”. It is very inclusive of development activities that include moral boosting activities; intellectual development; improvement of teaching; maintenance of current academic and technical knowledge and skills; courses and training implementing affirmative action and upward mobility programs; team building; to name a few. “As large numbers of students from many different cultural backgrounds and with significant English language and other

deficiencies are enrolled, the problem will become more serious for both administrators and faculty”. AB 1725 does not once mention not allowing faculty, administrators nor staff to attend museums. It appears Miss Keelen may be **immature (bad word Mark, HELP!)** in her understanding of AB 1725, or inexperienced as a professional educator in the area of lifelong learning, or both. Training in the business environment is generally accepted as effective, but training usually does not include cultural or diverse sensitive training or enlightenment. As a FPD committee, we would like to be included in this decision, not have the decision as a mandate.

1. In almost all of the Community Colleges that we discovered, FPD programs are run by a committee. A participatory governance committee. Therefore, many faculty from all across campus disciplines, and very important, experienced educational administrators, as well as support staff, are also historically on the FPD committees, that we observed. The conclusion is that once funded, and the funding is law, faculty make up the decision majority of how and what activities are funded. Not the administrative side of the campus, although, they are represented on the FPD committees statewide.

It should be noted here that Foothill College has a “Classified Professional Growth Award (PGA)”, which is a monetary award, up to \$840 a year that “recognizes and rewards efforts toward life-long learning and improved service to the district”.

In addition, Foothill College, this year, including summer session, awarded almost \$50,000.00 to faculty Professional Development.

2. As the 2014 – 2015 FPD on Antelope Valley Campus, we have already concurred with Miss Keelen's advice that FPD monies, via AB 1725, and because we are just getting a budget for the first time in years, should NOT include paying for refreshments. Our FPD Chair asked our committee to pay for Faculty Recognition Day refreshments and we didn't agree. To make this very clear, our committee does feel that supplies for achieving a successful FPD presentation SHOULD be funded (the example was when recently a faculty member wanted to propose a training FPD on how to prepare foods that are cancer preventative, FPD agreed the proposal was a valid one.

It should be noted here that El Camino College uses their FPD funds for their Women's History month Luncheon and their Women's Wall of Fame ceremony.

3. We are public institutions, thus our business has to be transparent, on the www, amongst other publically accessible routes. Pasadena College, Santa Monica College, El Camino College, Las Positas College, Evergreen Valley College near San Jose, to name a few all have Staff Professional Development programs, all use their college transportation for staff to attend off campus events. Foothill College includes the opportunity to travel internationally for

Professional Development, as others presumably do, if given more time to research that. We didn't include schools that have gone the route of Professional Development programs that are administered almost solely by College Administrators because that is not current or past practice at AVC and with the Chancellor's office expanding Professional Development (apparently many Community College's already have), we feel it is in the best interest of AVC to be progressive.