Governance (Committee) - Faculty Enrichment



**Assessment Report**

Governance (Committee) - Faculty Enrichment

Governance (Committee) - Faculty Enrichment: Assessment Report

Governance (Committee) - Faculty Enrichment: Assessment Column Report

### **Initiative**

**Initiative Name**:AB 705/1705

**Initiative**:FEC will support training and other preparatory enrichment activities for the continued implementation of AB 705 and AB1705.

**Initiative Status**:Active

**Academic Years**:2018 - 2019, 2019 - 2020, 2020 - 2021, 2021 - 2022, 2022 - 2023, 2023 - 2024, 2024 - 2025

**Start Date**:08/28/2018

| Result |
| --- |
| **Result Date:** 05/08/2025  **Results:** Meetings and trainings pertaining to the implementation or AB 1705 have been ongoing.  **Report Type:** End-of-Year  **Result:** Satisfactory  **Actions**  **Follow-Up** |

### **Initiative**

**Initiative Name**:Promote adjunct faculty attendance at workshops and conferences

**Initiative**:FEC funds are set aside to pay adjunct faculty to attend on-campus workshops and off-campus conferences. There is a growing demand for adequate adjunct faculty training, and FEC needs to continue to facilitate and meet this need both through offering of enrichment activities and by financial support.

**Initiative Status**:Active

**Academic Years**:2014 - 2015, 2015 - 2016, 2016 - 2017, 2018 - 2019, 2019 - 2020, 2020 - 2021, 2021 - 2022, 2022 - 2023, 2023 - 2024, 2024 - 2025

**Start Date**:10/07/2014

| Result |
| --- |
| **Result Date:** 05/08/2025  **Results:** FEC continues to advertise FLEX opportunities to all faculty at COS, and part-time faculty are utilizing the opportunity for trainings, workshops, and meetings. The FEC adjunct faculty FLEX stipend fund will be very close to running out (if not completely out) this year, and that is with a budget increase negotiated by COSAFA!  **Report Type:** End-of-Year  **Result:** Satisfactory  **Actions**  **Follow-Up** |

### **Initiative**

**Initiative Name**:Conduct regular business

**Initiative**:FEC will conduct regularly business meetings using its bylaws and will also report regularly to the academic senate on the progress and status of its initiatives. FEC will participate in, review, and act on results of end-of-year District Governance Survey. FEC will maintain and regularly update its website and online presence, including information on sabbaticals, as well as FLEX activities and requisite forms. FEC will regularly offer professional development opportunities.

**Initiative Status**:Active

**Academic Years**:2016 - 2017, 2017 - 2018, 2018 - 2019, 2019 - 2020, 2020 - 2021, 2021 - 2022, 2022 - 2023, 2023 - 2024, 2024 - 2025

**Start Date**:09/06/2016

| Result |
| --- |
| **Result Date:** 05/08/2025  **Results:** FEC conducted all its regular business, including: meetings, regular news on professional development, convocations, website updated with current information, sabbatical and IIP applications, and District Governance Survey.  **Report Type:** End-of-Year  **Result:** Satisfactory  **Actions**  **Follow-Up** |

### **Initiative**

**Initiative Name**:Antiracism and Equity

**Initiative**:FEC, in collaboration with EDAC, will advertise and support antiracist and equity-minded trainings and other enrichment activities.

**Initiative Status**:Active

**Academic Years**:2020 - 2021, 2021 - 2022, 2022 - 2023, 2023 - 2024, 2024 - 2025

**Start Date**:10/22/2020

| Result |
| --- |
| **Result Date:** 05/08/2025  **Results:** FEC has continued to support and advertise equity and antiracist workshops and trainings at COS.  **Report Type:** End-of-Year  **Result:** Satisfactory  **Actions**  **Follow-Up** |

### **Initiative**

**Initiative Name**:Sabbaticals and IIPs

**Initiative**:Maintain and update, in conjunction with District and COSTA through governance processes, policies and procedures for sabbaticals and Institutional Improvement Projects (IIPs); revise AP/BP on sabbaticals, as needed; solicit, evaluate, and recommend faculty for sabbaticals and IIPs to the District for the next academic year.

**Initiative Status**:Active

**Academic Years**:2021 - 2022, 2022 - 2023, 2023 - 2024, 2024 - 2025

**Start Date**:10/08/2021

| Result |
| --- |
| **Result Date:** 05/08/2025  **Results:** FEC reviewed and approved two one semester sabbatical applications for the 2025-2026 academic year.  **Report Type:** End-of-Year  **Result:** Satisfactory  **Actions**  **Follow-Up** |

### **Initiative**

**Initiative Name**:Faculty Evaluation

**Initiative**:FEC, in collaboration with COSTA, will coordinate and support workshops to help faculty, particularly new full-time faculty, understand and effectively complete the evaluation process.

**Initiative Status**:Active

**Academic Years**:2021 - 2022, 2022 - 2023, 2023 - 2024, 2024 - 2025

**Start Date**:10/08/2021

| Result |
| --- |
| **Result Date:** 05/08/2025  **Results:** COSTA and COSAFA, in conjunction with the district, have hosted workshops about the faculty evaluation process.  **Report Type:** End-of-Year  **Result:** Satisfactory  **Actions**  **Follow-Up** |

### **Initiative**

**Initiative Name**:Appeals Process

**Initiative**:Develop an appeals process for rejected FLEX proposals, including a rubric to help committee members decide if it should count as FLEX or not.

**Initiative Status**:Active

**Academic Years**:2022 - 2023, 2023 - 2024, 2024 - 2025

**Start Date**:10/04/2022

| Result |
| --- |
| **Result Date:** 05/08/2025  **Results:** FEC has been working on an appeals process at the FEC committee level, before it reaches the COSTA Academic Senate Liaison Committee. We have made significant progress and will finish it at the beginning of the 25/26 academic year.  **Report Type:** End-of-Year  **Result:** Satisfactory  **Actions**  **Follow-Up** |

### **Initiative**

**Initiative Name**:Digital FLEX Reporting

**Initiative**:Create a digital backend to the FLEX process, meaning the reporting after FLEX is completed will be digital.

**Initiative Status**:Active

**Academic Years**:2022 - 2023, 2023 - 2024, 2024 - 2025

**Start Date**:01/24/2023

| Result |
| --- |
| **Result Date:** 05/08/2025  **Results:** FEC is still asking computer services to create a digital back end to FLEX reporting. As of yet, it has not been built, but the committee will continue to follow up to hopefully get this done.  **Report Type:** End-of-Year  **Result:** Satisfactory  **Actions**  **Follow-Up** |

### **Initiative**

**Initiative Name**:Faculty Orientation

**Initiative**:Conduct new faculty orientation during convocation week.

**Initiative Status**:Active

**Academic Years**:2024 - 2025, 2023 - 2024, 2022 - 2023

| Result |
| --- |
| **Result Date:** 05/08/2025  **Results:** New full-time faculty orientation takes place the week before the fall semester. New part-time faculty orientation happens twice a year during the week of convocation. Both were held this academic year.  **Report Type:** End-of-Year  **Result:** Satisfactory  **Actions**  **Follow-Up** |

### **Initiative**

**Initiative Name**:FEC Bylaws

**Initiative**:Review and update FEC bylaws and post the updated bylaws to the FEC website.

**Initiative Status**:Active

**Academic Years**:2024 - 2025

| Result |
| --- |
| **Result Date:** 05/08/2025  **Results:** FEC has worked on updating our bylaws this year. They were updated, approved, and posted to the FEC website.  **Report Type:** End-of-Year  **Result:** Satisfactory  **Actions**  **Follow-Up** |

### **Initiative**

**Initiative Name**:FLEX Workshop Evaluations

**Initiative**:Promote faculty participation in the workshop evaluation process, through the research office, when the host a FLEX workshop or training.

**Initiative Status**:Active

**Academic Years**:2024 - 2025

| Result |
| --- |
| **Result Date:** 05/08/2025  **Results:** FEC has voted and approved to offer FLEX time for presenters who have their workshops evaluated. The chairs will meet with Research and Planning to see if we can implement ideas from the committee to try and streamline and make the process easier for the presenter.  **Report Type:** End-of-Year  **Result:** Satisfactory  **Actions**  **Follow-Up** |

### **Initiative**

**Initiative Name**:IIP Reporting

**Initiative**:Develop an IIP reporting process for faculty awarded and IIP to report out about their IIP work.

**Initiative Status**:Active

**Academic Years**:2024 - 2025

| Result |
| --- |
| **Result Date:** 05/08/2025  **Results:** The FEC committee worked on other initiatives this year, and were unable to get to this initiative. We haven't had IIP recipients as of late, so the committee will look at this initiative next year to see if we still want to pursue it.  **Report Type:** End-of-Year  **Result:** Needs Improvement  **Actions**  **Follow-Up** |