



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

Start Date: 08/28/2018

Result

Result Date: 04/26/2024

Results: Meetings were held regarding AB 1705 compliance and curriculum development.

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

Start Date: 10/07/2014

Result

Result Date: 04/26/2024

Results: Completely exhausted the entire adjunct faculty FLEX budget (which had a \$10,000 roll over from last year)

Report Type: End-of-Year

Result: Satisfactory

Actions

Follow-Up

Governance (Committee) - Faculty Enrichment: Assessment Column Report

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

Start Date: 09/06/2016

Result

Result Date: 04/26/2024

Results: FEC conducted all its regular business, including: meetings, regular news on professional development, convocations, website updated with current information, sabbatical and IIP applications, 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

Start Date: 10/22/2020

Result

Result Date: 04/26/2024

Results: In collaboration with EDAC, FEC has advertised and supported several equity-minded trainings. Both fall and spring convocations this year had an equity focused trainings on how to write culturally competent curriculum, syllabi, and classroom practices; there was also a "taking it to the next level" for faculty that had already worked on equity and cultural competency for their classes.

Report Type: End-of-Year

Result: Satisfactory

Actions

Follow-Up

Governance (Committee) - Faculty Enrichment: Assessment Column Report

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

Start Date: 10/08/2021

Result

Result Date: 04/26/2024

Results: FEC reviewed and approved two one semester sabbatical applications for the 2024-2025 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

Start Date: 10/08/2021

Result

Result Date: 04/26/2024

Results: FEC supported a series of workshops that were a collaboration between COSTA and Academic Services, training tenured, non-tenured, and committee members on conducting effective evaluations. In addition to those workshops, FEC also conducted new faculty orientations, part of which included professional responsibilities and evaluation.

Report Type: End-of-Year

Result: Satisfactory

Actions

Follow-Up

Governance (Committee) - Faculty Enrichment: Assessment Column Report

Initiative

Initiative Name: 20 Hour FLEX Requirement

Initiative: The FEC committee is going to investigate how faculty feel about the current 20 hour FLEX requirement to see if faculty would like it to be renegotiated.

Initiative Status: Active

Academic Years: 2023 - 2024

Start Date: 09/05/2023

Result

Result Date: 04/26/2024

Results: FEC investigated how faculty felt about the 20 hour FLEX obligation, and found that faculty were happy with our current FLEX obligation.

Report Type: End-of-Year

Result: Satisfactory

Actions

Follow-Up

Initiative

Initiative Name: FLEX Rubric

Initiative: Develop a rubric for evaluating FLEX proposals to reduce subjectivity.

Initiative Status: Active

Academic Years: 2023 - 2024

Start Date: 09/05/2023

Result

Result Date: 04/26/2024

Results: FEC will work on a rubric to evaluate FLEX proposals rejected by the co-chairs that are appealing that rejection to the committee.

Report Type: End-of-Year

Result: Satisfactory

Actions

Follow-Up

Governance (Committee) - Faculty Enrichment: Assessment Column Report

Initiative

Initiative Name: Appeals Process

Initiative: Develop an appeals process for rejected FLEX proposals.

Initiative Status: Active

Academic Years: 2022 - 2023, 2023 - 2024

Start Date: 10/04/2022

Result

Result Date: 04/26/2024

Results: FEC has been working on establishing an in-house appeals process for faculty that think a denied FLEX proposal should be reconsidered. We are still working out the exact language and process, but we have made progress on this.

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

Start Date: 01/24/2023

Result

Result Date: 04/26/2024

Results: FEC is still working to get a back-end to the FLEX proposal process in Sharepoint.

Report Type: End-of-Year

Result: Satisfactory

Actions

Follow-Up