Academic Senate Agenda

Facilitator: Dr. Minodora Moldoveanu, President   **Recorder:** Noemi Monterroso, Secretary
Date: November 2nd, 2023   **Time:** 2:00-3:30 p.m.   **Location: In Person – Board Room**

Vision:
Compton College will be the leading institution of student learning and success in higher education.

Mission Statement:
Compton College is a welcoming and inclusive community where diverse students are supported to pursue and attain student success. Compton College provides solutions to challenges, utilizes the latest techniques for preparing the workforce and provides clear pathways for completion of programs of study, transition to a university, and securing living-wage employment.

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26 Voting Members	__ Moldoveanu, Minodora	__ Joanna Wyatt	**Senators**
__ Blake, Eckko	__ Monterroso, Noemi		__ Barrag
__ Elfarissi, Hassan	__ Moore, Sean	**Ex-Officio Voting Members**	__ Ekimy
__ Ekimyan, Roza	__ Morales, Janette	__ Conn, Brad-DEFC	__ Ellis, S
__ Hobbs, Charles	__ Schwitkis, Kent	__ Moore, Sean-Curric. Chair	__ Estrada
__ Johnson, Susan	__ Tavarez, Juan	__ Morales, Janette-Un. Pres.	__ Corona
__ Lopez, Karina	__ Thomas, Shirley	__ Diaz, Corina-FDC Chair	__ Hobbs,
__ Lopez, Nathan	__ Valdry, Andree		__ Kahn,
__ Martinez, Jose	__ Van Overbeck, Michael	**Guests**	__ Madric
__ Martinez, Victoria	__ Villalobos, Jose	__ Berger, Sheri-VP Ac. Aff.	__ Mason
__ Maruri, Carlos	__ West, Pamela		__ Martin
__ Mills, Jesse	__ Woodward, Valerie		__ Martin

Agenda

Public comments will be allowed during the discussion portion of each agenda item whether they are direct, indirect, oral, written, or otherwise, and will be limited to 3 minutes per person.

1. **Call to Order**
2. **Approval of Agenda**
3. **Review and Approval of Minutes from October 19th, 2023**
4. **Reports**
    a. President's Report
    b. Associated Student Government (ASG) Report
    c. Vice President's Report
    d. Accreditation Faculty Coordinator Report
    e. Academic Affairs Report
    f. Curriculum Report
    g. Distance Education Faculty Coordinator (DEFC) Report
    h. Faculty Development Committee Report
    i. Enrollment Committee Report
    j. Open Educational Resources (OER) Committee Report
    k. LGBTQ+ Committee Report
    l. First Year Experience (FYE) Committee Report
    m. Student Learning Outcomes (SLO) Coordinator Report

5. **Consent Items**
    a. *Standard Course Review: Distance Education; Remove prerequisite*s: ENGL 101H - Honors

       Reading and Composition.
    b. *Standard Course Review; distance education; no proposed changes*: FILM 234 - Camera and Lighting.
    c. *New Programs*: Communication Studies 2.0 AA-T; and Social Media - Certificate of Achievement.

7. **Unfinished Business**

    a. Statement of Opposition to the All African Diaspora Education Summit (AADES)
    b. Adoption of Simple Syllabus as the eSyllabus at Compton College Recommendation

8. **New Business**
    a. Hiring Prioritization of Faculty Positions
    b. Faculty Development Committee Handbook Edits
    c. FDC Chair Removal as Ex-Officio Voting Member from Senate

9. **Discussion Items**
    a. Recommendation for Adoption of the Remind App or Suitable Alternative
    b. Develop a Recommendation on How to Improve SLO Completion Rates
    c. Developing a Student-Centered Student Grievance Process
    d. Co-Teaching Off-Site Courses

e. Brainstorm Ideas of Teaching and Learning Plans: Dual Enrollment Community of Practice, Emphasis on Skills vs. Degrees – How do we ensure our programs remain relevant in the job market?
f. California's Chancellor's Office Vision 2030 https://www.cccco.edu/About-Us/Vision-2030
g. Brainstorm Enrollment Strategies
h. Ideas of Issues to Tackle as a Senate

10. Informational Items
a. Student Equity and Achievement (SEA) BOT Presentation
b. Committee Vacancies

Curriculum Committee: 1 BIST Faculty, 1 HEPS, 1 -STEM, 1 Counselor, 1 Student Rep – High Priority – Meets 2nd & 4th Tuesday of the month 2-3:30 pm – in person

Enrollment Committee – 1 Faculty Co-Chair – Meets 4th Tuesday of the month 12-1 pm on zoom

Faculty Development Committee Members: Meeting 3rd Tue of month 1-2 pm - need faculty from BIST, STEM, Counseling

FYE Taskforce – 1 Faculty Co-Chair – Meetings 3rd Friday of the month from 9:30-10:30am via zoom

Equitable Approaches to Community Safety and Health Taskforce – need several faculty

DEAC - Student Rep, HEPS, Adjunct Faculty Rep

Calendar Committee - needs several faculty

Student Success Committee - 1 faculty; meets every 3rd Thursday 1:00 p.m. -2:00 p.m.

PLEC - 1 faculty - meets 2nd Friday at 11:00 a.m. via Zoom

c. ASCCC Fall 2023 Resolutions for Discussion During Division Meetings October 27, 2023.

11. Future Agenda Items
a. Black and Males of Color Support Activities Update

12. Public Comment

13. Adjournment

Next Scheduled Meeting: November 16, 2023

COMPTON COLLEGE ACADEMIC SENATE MEETING DATES AND LOCATIONS (1st & 3rd Thursday)

FALL 2023	LOCATION	SPRING 2024	LOCATION
September 7	Board Room	February 22	Board Room
September 21	Board Room	March 7	Board Room
October 5	Board Room	March 21	Board Room
October 19	Board Room	April 4	Board Room
November 2	Board Room	April 18	Board Room
November 16	Board Room	May 2	Board Room
December 7	Board Room	May 16	Board Room

Per the *Brown Act*, all votes must be recorded by name. Only Nos and Abstentions will be recorded by name in the minutes. If a senator was signed in to the meeting and did not vote No/Abstain, their vote will be assumed to be a Yes.

CCC Academic Senate Roster 2023-2024 (26 Voting Members)

Officers:

President/Chairperson	Minodora Moldoveanu (22-24)
Vice President/Pres. Elect	Sean Moore (23-24)
Secretary/Secretary	Noemi Monterroso (22-24)

Members:

Fine Arts, Communication and Humanities (5)
Charles Hobbs (21-24)
Juan Tavarez (23-26)
Susan Johnson (23-26)
Andree Valdry (23-26)
Valerie Woodward (20-24)

Counseling (5)
Eckko Blake (23-26)
Vacant (23-26)
Carlos Maruri (21-24)
Noemi Monterroso (21-24)
Karina Lopez (23-26)

Social Sciences (3)
Nathan Lopez (23-26)
Jesse Mills (21-24)
Pam West (23-26)

Business and Industrial Studies (3)
Vacancy (21-24)
Sean Moore (23-26)
Michael Van Overbeck (23-26)

Science, Technology, Engineering and Mathematics (5)
Hassan Elfarissi (23-26)
Jose Martinez (23-26)
Kent Schwitkis (23-26)
Jose Villalobos (23-26)
Vacancy (22-25)

Health and Public Services (3)
Vacancy (23-26)
Shirley Thomas (21-24)
Roza Ekimyan (23-26)

Adjunct Faculty (2)
Joanna Wyatt (22-25)
Victoria Martinez (23-26)

Ex Officio Voting Members
Janette Morales – Union President (23-25)
Sean Moore – Curriculum Chair (22-24)

Corina Diaz – Faculty Development Committee Chair (22-24)
Brad Conn – Distance Education Faculty Coordinator (22-24)

Academic Senate Minutes

Facilitator: Dr. Minodora Moldoveanu, President   **Recorder:** Noemi Monterroso, Secretary
Date: October 19th, 2023   **Time:** 2:00-3:30 p.m.   **Location: In Person – Board Room**

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__ Ekimyan, Roza
_X_ Hobbs, Charles
_X_ Johnson, Susan
__ Lopez, Karina
_X_ Lopez, Nathan
__ Martinez, Jose
_X_ Martinez, Victoria
_X_ Maruri, Carlos
__ Mills, Jesse
_X_ Moldoveanu, Minodora

_X_ Monterroso, Noemi
__ Moore, Sean
_X_ Morales, Janette
_X_ Schwitkis, Kent
_X_ Tavarez, Juan
__ Thomas, Shirley
_X_ Valdry, Andree
_X_ Van Overbeck, Michael
_X_ Villalobos, Jose
_X_ West, Pamela
_X_ Woodward, Valerie
_X_ Joanna Wyatt

Ex-Officio Voting Members
__ Conn, Brad-DEFC
__ Moore, Sean-Curric. Chair
_X_ Morales, Janette-Un. Pres.
_X_ Diaz, Corina-FDC Chair

Guests
_X_ Berger, Sheri-VP Ac. Aff.
_X_ Phillips, Jasmine
_X_ Shante' Mumford

Senators
__ Barrag
__ Ekimy
Ellis, S
Estrada
__ Corona
__ Hobbs,
Kahn,
__ Madric
__ Mason
__ Martin
__ Martin
__ Maruri

Agenda
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1. **Call to Order at 2:08pm**

2. **Approval of Agenda**
   - **Carlos M. motioned to approve agenda. Nathan L. seconded. Approved**

3. **Review and Approval of Minutes from October 5th, 2023**
   - **Corina D. motioned to approve minutes. Joanna W. seconded. Approved**

4. **Reports**
   a. President's Report – Minodora Moldoveanu
      o Welcome Academic Senate Student Representative Shante' Mumford
      o Hiring prioritization committee meeting held this week. There were 10 submissions. The committee forwarded 5 recommendations. Tier 1: Must have by Fall '24 - Chemistry and Cosmetology. Tier 2: Need for Fa'24 if funding allows – Welding, Communication Studies, and Biology (with Bio-Tec focus)
      o Everyone is welcome to wear masks as precautionary measure if they feel more comfortable and safe
      o Met accreditation team this week. Virtual Meet and Greet with leaders around campus lasted around 20 minutes. Virtual Open Forum lasted around 45 minutes
      o Faculty Hub Canvas shell – keep up to date on what's going on around campus
   b. Associated Student Government (ASG) Report – Shante' Mumford
      o Trunk or Treat event on 10/31 from 3-5 pm in Tartar Village parking lot. Everyone is encouraged to bring kids and candy (if possible)
      o Breast cancer awareness event will be held in VT Building next month – St. Johns will provide presentation
      o If anyone needs money from ASG – provide request in writing at least 2 weeks ahead of time
   c. Vice President's Report – Not Present
   d. Accreditation Faculty Coordinator Report – Sheri Berger
      o Thank you all who attended Accrediting Team Open Forum – Cabinet was not present. Accrediting team met on Wednesday at a hotel near LAX and are developing core inquiries – these are areas they will focus on when they visit campus in February. Based on past experience, it usually took a couple of weeks to receive core inquiries. Core inquiries can lead to commendations or recommendations. Some campuses have not had core inquiries but if there are, then meetings will be scheduled to address those core inquiries during their site visit.
         ▪ Do we respond to inquiries? – generally we don't respond, but if they want additional evidence, they will provide a deadline
   e. Academic Affairs Report – Sheri Berger
      o No Report
   f. Curriculum Report – Not Present
   g. Distance Education Faculty Coordinator (DEFC) Report – Nathan Lopez
      o DEAC meets next Tuesday to discuss AR 4105 – Needs revision with the changes from the state and to meet requirements for the Women's prison courses
   h. Faculty Development Committee Report – Corina Diaz
      o Notified Teaching and Learning plan is already in review - highly likely they will get approved

- o Will add faculty symposium so faculty can share what they have learned in conferences or activities they have participated in
- o Revisions to the handbook will be made for the Chair to have more flexibility in attending Senate meetings since no release time is available for position. Revisions will be coming to Senate at next meeting
- o Meetings are once per month

i. Enrollment Committee Report

j. Open Educational Resources (OER) Committee Report – Nathan Lopez
- o Sent out newsletter regarding OER and what is happening on campus to all faculty, will work on sending it to all staff as well
- o PD on OER tomorrow at 10am via Zoom. Email sent to everyone
- o Committee working on strategizing ways to increase OER numbers to 85%

k. LGBTQ+ Committee Report

l. First Year Experience (FYE) Committee Report

m. Student Learning Outcomes (SLO) Coordinator Report

5. Consent Items

- **Carlos M. motioned to approve Consent Agenda Items. Charles H. seconded. Approved**
  a. 2-Year CTE Course Review—Update Course Description—SLO Update: CDEV 108 - Principles and Practice of Teaching Young Children.
  b. 2-Year CTE Course Review—No Proposed Changes—Distance Education—EFOMA: ACRP 106 - Automotive Collision Repair for Non-Majors.
  c. 2-Year CTE Course Review—No Proposed Changes—Distance Education: CIS 174 - ASP.NET with C# Business Web Programming.
  d. Course Review—Articulation—Transfer Review: Film 130 - LGBTQ Film.
  e. New Programs: High School Spanish - Certificate of Completion; and High School Social Sciences - Certificate of Completion.

6. Unfinished Business

a. Academic Senate Constitution Revision
  i. Original Statement "Academic Senate develop together, and approve, a new step-by-step, transparent, and inclusive AS Bylaw revision process for the AS to follow. Once the AS Bylaws are approved faculty wide, solely with this revision, additional revisions may be made that follow the newly adopted step-by-step AS Bylaw revision process."
  ii. Recommended revisions: The Academic Senate develops and approves a new transparent and inclusive Academic Senate Bylaw revision process. Once approved, additional revisions to the Bylaws may be made using the new process.
- o **Carlos M. motioned to open discussion on Item 6a. Susan J. seconded**
- o **Kent S. motioned to approve 6aii statement. Michael V. seconded. Approved. (Abstain: Nathan L., Jose V., Valerie W.)**
- o Senate members asked for clarification on the differences between the two statements. Main difference is that option i will require Senate to create a revision process and send for faculty vote, then revise bylaws with revision process. Option ii allows Senate to create a bylaws revision process, revise bylaws with new process, then send all revisions for a faculty vote
- o **Valerie W. motioned to redo the vote. Susan J. seconded. Approved**
- o **Kent S. motioned to approve 6aii statement. Michael V. seconded. Approved**
- o Item will be brought as a discussion item in future Senate agenda to discuss composition of taskforce if appropriate

b. Statement of Opposition to the All African Diaspora Education Summit (AADES)

- o **Carlos M. motioned to open discussion on Item 6b. Kent S. seconded**
- o Not all constituents have had an opportunity to discuss and vote in division meetings
- o **Carlos M. motioned to close discussion on Item 6b. Michael V. seconded**

   c. Program Review Student Survey
- o **Carlos M. motioned to open discussion on item 6c. Nathan L. seconded**
- o **Michael V. motioned to approve Item 6c. Carlos M. seconded. Approved**

7. New Business
   a. Early Alert Optional Syllabus Statement
- o **Kent S. motioned to open discussion on item 7a. Carlos M. seconded**
- o For accessibility, link on statement will be updated
- o **Kent S. motioned to approve amended Early Alert Optional Syllabus Statement. Carlos M. seconded. Approved (Abstain: Hassan E.)**

   b. Recommendation Statement in Support of Changing the Foreign Language Department Name to Department of Modern Languages.
- o **Valerie W. motioned to open discussion on item 7b. Susan J. seconded**
- o Department of Foreign Languages currently shows in program review. Now that we will use e-lumen for program review, all foreign languages will be categorized as Languages. This request/recommendation is not applicable within the current structure of the college – Compton College does not have Departments
- o **Kent S. motioned to remove item 7b. Nathan L seconded. Approved**

   c. Remove the Curriculum Chair Position from the Distance Education Advisory Committee (DEAC)
- o **Carlos M. motioned to open discussion on Item 7c. Pamella W. seconded**
- o DEAC has not discussed removing Curriculum Chair position from committee
- o **Carlos M. motioned to table vote until DEAC discusses. Nathan L. seconded. Approved**

   d. BP/AR 4020 – Program Curriculum and Course Development
- o **Carlos M. motioned to open item 7d. Juan T. seconded**
- o All changes in BP/AR and BP/AR4100 are a result in change in Title V
- o **Michael V. motioned to approve BP/AR 4020. Kent S. seconded. Approved**

   e. BP/AR 4100 – Graduation Requirements for Degrees and Certificates
- o **Carlos M. motioned to open discussion on item 7e. Susan J. seconded**
- o Deans and Directors recommended to un-strike language around AB1299, only strike: "This exemption is only through the 2021-2022 academic year"
- o **Kent S. motioned to approve BP/AR 4100. Carlos M. seconded. Approved**

   f. Adoption of Simple Syllabus as the eSyllabus at Compton College
- o **Carlos M. motioned to open discussion on item 7f. Kent S. seconded**
- o eSyllabus is not mandatory for faculty to use. It's meant as a tool that can: Act as a repository (instead of having to email syllabus to AA every semester), ensure that information on syllabus has correct information (pulls directly from COR), can be integrated in Canvas, helps adjuncts easily have information they need for syllabus, tool has ability to make syllabus public facing or private (only faculty and admin can view), Title V now has a requirement that asynchronous courses have to include in syllabus information on technology that will be used in course and this can help meet that requirement.
- o Recommendation: Make a full recommendation on how to adopt eSyllabus, specify conditions like: which vendor to use, need to create a taskforce for implementation,

        mandatory vs optional for faculty to use, will it be public facing or private, how will this be used, will it affect faculty evaluations, etc.
- Need to find out cost for Simple Syllabus to determine if it's worth the investment
- **Carlos M. motioned to close discussion on item 7f. Jose V. seconded**

- **Meeting adjourned at 3:33pm**

8. **Discussion Items**
    a. Develop a Recommendation on How to Improve SLO Completion Rates
    b. Developing a Student-Centered Student Grievance Process
    c. Co-Teaching Off-Site Courses
    d. Brainstorm Ideas of Teaching and Learning Plans: Dual Enrollment Community of Practice, Emphasis on Skills vs. Degrees – How do we ensure our programs remain relevant in the job market?
    e. California's Chancellor's Office Vision 2030 https://www.cccco.edu/About-Us/Vision-2030
    f. Brainstorm Enrollment Strategies
    g. Ideas of Issues to Tackle as a Senate

9. **Informational Items**
    a. Educational Policies Review Flowchart
    b. Committee Vacancies
        Curriculum Committee: 1 BIST Faculty, 1 HEPS, 1 -STEM, 1 Counselor, 1 Student Rep – High Priority – Meets 2nd & 4th Tuesday of the month 2-3:30 pm – in person
        Enrollment Committee – 1 Faculty Co-Chair – Meets 4th Tuesday of the month 12-1 pm on zoom
        Faculty Development Committee Members: Meeting 3rd Tue of month 1-2 pm - need faculty from BIST, STEM, Counseling
        FYE Taskforce – 1 Faculty Co-Chair – Meetings 3rd Friday of the month from 9:30-10:30am via zoom
        Equitable Approaches to Community Safety and Health Taskforce – need several faculty
        DEAC - Student Rep, HEPS, Adjunct Faculty Rep
        Calendar Committee - need several faculty
        Student Success Committee - 1 faculty; meets every 3rd Thursday 1:00 p.m. -2:00 p.m.
        PLEC - 1 faculty - meets 2nd Friday at 11:00 a.m. via Zoom
    c. Cal Works has kiddie table
    d. Tenure Dinner Reception – October 24, 6-8 pm, in-person in the Multipurpose Room.
10. **Future Agenda Items**
    a. Reaching out to Students Who Drop
   b. Students on Probation

11. **Public Comment**

12. **Adjournment**

Next Scheduled Meeting: November 2nd, 2023

Statement of Opposition to the All African Diaspora Education Summit (AADES):

Due to the recent passing of Ghana's extreme anti-LGBTQIA+ legislation, 2021 Promotion of Appropriate Sexual Rights and Family Values Bill, the District sponsored All African Diaspora Education Summit (AADES) event no longer provides a safe destination for LGBTQIA+ faculty or LGBTQIA+ advocates; nor does the event provide an inclusive professional development opportunity for all faculty; nor does the event align with the District's Resolution No. 6-20-2023C Recognizing June as Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual, and more (LGBTQIA+) Pride Month; nor does the event align with Assembly Bill 1887—Prohibition on State-Funded and State-Sponsored Travel to States with Discriminatory Laws; nor does the event align with the symbolic message of the Pride Flag being flow on campus; As a result, the Academic Senate votes not to endorse the ADES event and recommends researching other event opportunities.

https://www.jurist.org/news/2023/07/ghana-parliament-unanimously-passes-extreme-anti-gay-bill/
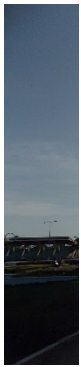
Ghana Parliament unanimously passes extreme anti-gay bill

The Parliament of Ghana passed an extreme anti-gay bill on Wednesday, which is set to tighten laws against members of the LGBTQ+ community. Ghana's 275 members of Parliament unanimously passed the bil...

www.jurist.org

https://go.boarddocs.com/ca/compton/Board.nsf/files/CSV3S4083569/$file/Compton%20CCD%20Resolution%20No%206.20.2023C_PrideMonth.pdf

https://www.oag.ca.gov/sites/all/files/agweb/pdfs/ab1887/ab-1887-text.pdf

https://asccc.org/resolutions/support-identifying-and-addressing-need-lgbtqia-student-centers-all-california

Academic Senate Recommendation for the Adoption of Simple Syllabus at Compton College

Hereby, the Compton College Academic Senate recommends the use of Simple Syllabus as the provider of esyllabi at Compton College, under the following conditions:

a. the price is reasonable;

b. faculty have the option to use the esyllabus but are not obligated to do so;

c. the refusal to use the esyllabus is not part of faculty evaluations;

d. only items negotiated with the Union are mandated to be included in the esyllabus;

e. esyllabus publishing (public, only Compton College students, private), shall be at faculty discretion.

TO:　　　Dr. Keith Curry, President/CEO

FROM:　　Hiring Prioritization Committee

　　　　　　Sheri Berger, Minodora Moldoveanu, Bradfield Conn, Nathan Lopez

DATE:　　October 18, 2023

SUBJECT:　Hiring Prioritization Recommendation

The Hiring Prioritization Committee met on October 17, 2023 to review the data for nine disciplines: Biology/Biotechnology, Business, Chemistry, Communication Studies, Computer Information Systems, Cosmetology, Counseling, English as a Second Language, and Welding.

Upon review of the data, the committee discussed the positions and placed them into three tiers as follows:

Tier 1 – positions that the committee recommends hiring for a fall 2024 start.
1. Chemistry
   There are currently two full-time faculty in Chemistry. There had been three faculty, but one unexpectedly resigned a couple weeks before the start of the fall 2023 semester. Hiring a full-time faculty would bring the FT/PT ratio to 58% to 42%.

2. Cosmetology
   There are currently three full-time faculty in Cosmetology. The Cosmetology has been revamped to align with the changes requires by the State Board. Additionally, there has been increased demand, especially at Paramount Adult School. With another full-time faculty member, we could expand to an evening program there. Hiring a full-time faculty would the FT/PT ratio to 55% to 45%.

Tier 2 – positions that the committee recommends hiring for a fall 2024 start, if funding permits.
3. Welding
   There is currently one full-time faculty in Welding. The demand for the programs has been steadily increasing over the last year. Hiring a full-time faculty would bring the FT/PT ratio to 88% to 12%.

4. Biology/Biotechnology
   There are currently the equivalent of two full-time faculty teaching Biology or Biotechnology. Only one full-time faculty teaches some of the Biotechnology classes. The program is building demand, however, there has been a request for Biotechnology to be offered at Firebaugh High School. A new full-time faculty would bring the FT/PT ratio to 73% to 27%.

5. Communication Studies
   The current FT/PT ratio is 51% to 49%. The demand for asynchronous classes and dual enrollment classes has grown. Only one full-time faculty is DE certified. Additionally, it is challenging to find adjunct faculty to teach the dual enrollment classes. Hiring a new full-time faculty would bring the FT/PT ratio to 77% to 23%.

Tier 3 – positions that the committee deemed not as a high priority as those in Tiers 1 and 2. The committee recommends re-evaluating the positions next year for fall 2023.

6. Business
   The current FT/PT ratio is 42% to 58%. The current ratio warrants a hire, which would bring the ratio to 83% to 17%. However, since the program review has not been completed, the committee could not rank the position higher.

7. Computer Information Systems
   The current FT/PT ratio is 57% to 43%. Two of the new programs (AI and Game Design) recommended by the Academic Senate involve CIS. Hiring another full-time faculty would bring the ratio to 85% to 15%. Since we don't yet have these programs, CIS was not ranked higher.

8. Counseling – Transfer and Career Center Coordinator
   The current FT/PT ratio is 78% to 22%. Compared to other areas with lower FT/PT ratios, it seems that a full-time coordinator was less of a priority at this time. Hiring another full-time faculty would bring the ratio to 83% to 17%.

9. Counseling – Career Counselor
   The current FT/PT ratio is 78% to 22%. Compared to other areas with lower FT/PT ratios, it seems that a full-time coordinator was less of a priority at this time. Hiring a second full-time faculty would bring the ratio to 87% to 13%.

10. English as a Second Language
    The current FT/PT ratio is 58% to 42%. Hiring another full-time faculty would bring the ratio to 115% to -15%. While ESL is expanding, particularly with our Adult School partners, hiring a FT faculty at this time would mean that there would be insufficient load for two faculty.

October 24, 2023

Dr. Minodora Moldoveanu
President, Compton College Academic Senate
Assistant Professor, Communication Studies
1111 East Artesia Boulevard
Compton, California 90221

Dear Dr. Moldoveanu;

I have reviewed the recommendations from the Hiring Prioritization Committee dated *October 18, 2023*, which recommended the following Tier 1 and Tier 2 full-time faculty positions for the 2024-2025 year:

Chemistry
Cosmetology
Welding
Biology/Biotechnology
Communication Studies

Please let me know, if the Academic Senate concurs with the recommendation from the Hiring Prioritization Committee. If you have questions or need additional information, please contact me at kcurry@compton.edu or at (310) 900-1600 ext. 2000.

Sincerely,

Keith Curry
President/CEO

c. Dr. Sheri Berger, Vice President, Academic Affairs
   Dr. Hiacynth D Martinez, Vice President, Human Resources
   Faculty Prioritization Committee members

Compton College

TO:	Dr. Keith Curry, President/CEO
FROM:	Hiring Prioritization Committee
	Sheri Berger, Minodora Moldoveanu, Bradfield Conn, Nathan Lopez
DATE:	October 18, 2023
SUBJECT:	Hiring Prioritization Recommendation

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   There are currently three full-time faculty in Cosmetology. The Cosmetology has been revamped to align with the changes requires by the State Board. Additionally, there has been increased demand, especially at Paramount Adult School. With another full-time faculty member, we could expand to an evening program there. Hiring a full-time faculty would the FT/PT ratio to 55% to 45%.

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Tier 3 – positions that the committee deemed not as a high priority as those in Tiers 1 and 2. The committee recommends re-evaluating the positions next year for fall 2023.

6. Business
   The current FT/PT ratio is 42% to 58%. The current ratio warrants a hire, which would bring the ratio to 83% to 17%. However, since the program review has not been completed, the committee could not rank the position higher.

7. Computer Information Systems
   The current FT/PT ratio is 57% to 43%. Two of the new programs (AI and Game Design) recommended by the Academic Senate involve CIS. Hiring another full-time faculty would bring the ratio to 85% to 15%. Since we don't yet have these programs, CIS was not ranked higher.

8. Counseling – Transfer and Career Center Coordinator
   The current FT/PT ratio is 78% to 22%. Compared to other areas with lower FT/PT ratios, it seems that a full-time coordinator was less of a priority at this time. Hiring another full-time faculty would bring the ratio to 83% to 17%.

9. Counseling – Career Counselor
   The current FT/PT ratio is 78% to 22%. Compared to other areas with lower FT/PT ratios, it seems that a full-time coordinator was less of a priority at this time. Hiring a second full-time faculty would bring the ratio to 87% to 13%.

10. English as a Second Language
    The current FT/PT ratio is 58% to 42%. Hiring another full-time faculty would bring the ratio to 115% to -15%. While ESL is expanding, particularly with our Adult School partners, hiring a FT faculty at this time would mean that there would be insufficient load for two faculty.

Professional Development Committees (Faculty, Classified, Managers)

Faculty

Purpose

The Faculty Development Committee's mission is to support Compton College in facilitating the interdisciplinary exchange of ideas, as well as building a repertoire of current, equity-minded, and innovative strategies for teaching with the aspiration of sustaining and increasing student success and retention.

Function

1. To recommend policies and procedures to the Academic Senate that will result in the growth and expertise of the faculty.
2. To recommend professional development annual goals and objectives for faculty developed in alignment with Compton College goals.
3. To propose programs for faculty professional development and present proposals for use of faculty development funds to the Senate.
4. To provide analysis and recommendations on the professional development of faculty.
5. To conduct needs assessments and deliver programs that address the needs of probationary and tenured faculty.
6. Utilize needs assessment data to plan and implement the Faculty Professional Development Calendar.
7. To effect and manage a mentoring program for faculty pursuing tenure or promotion.
8. To advise the Academic Senate on matters relating to faculty professional development.
9. To collaborate in professional development across campus.
10. To carry out tasks as formally delegated by the Academic Senate as accepted and voted on by the FDC.

Membership
Faculty:

1. Officers

A. FDC shall be chaired by the Faculty Development Coordinator. The Chairperson shall:
   I. Administer all business of the committee.
  II. Learn Cornerstone (or any future Professional Development tracking system) and maintain/continue building the system at the College after implementation.
 III. Ensure that all faculty are appropriately credited their professional development hours in Cornerstone (or any future Professional Development tracking system).
  IV. Assist faculty in creating and modifying as needed their individual professional development plans and to ensure they encompass a combination of individually designed activities, institutional or outside planned workshops, conferences, and/or academic courses, etc.
   V. Participate on the Professional Development Committee as a faculty representative.
  VI. ~~Report to Academic Senate all actions taken by the Faculty Development Committee and responses thereto.~~ Report to Academic Senate all actions taken by FDC. If release time is available the report will be given in person. However, if there isn't any then, the FDC chair will email the report to the Academic Senate President.
 VII. Bring matters from the Faculty Development Committee to the Academic Senate that requires voting approval from the Senate.

VIII.   Serve as an Ex-officio voting member of Academic Senate if release time is available.

B. The Secretary shall record and transmit the minutes of all committee meetings and assist the Faculty Development Coordinator with correspondence of the committee as requested.

2. Faculty representatives:

   a) **Two representatives** per division each from different departments within the divisions (= 10 faculty members)
   b) **Two faculty** members from Counseling = 1 or more faculty members
   c) **Two faculty** members from Library = 1 or more faculty members
   d) Ex-officio representatives: Professional Development Faculty Liaisons = 6 faculty members (non-voting) **(changed from voting to non-voting)**
   e) Adjunct Member (non-voting)

Appointment Process:

   1. The full-time faculty shall elect divisional representatives. Each division and non-divisional faculty group shall be responsible for the election of representatives to the Faculty Development Committee.
   2. Elections shall be held by secret ballot and winners must receive a plurality of the votes.
   3. If at any time the seat of a representative is vacated before a term expires, the Division or no divisional group shall conduct a special nomination and election process to replace that representative.

Rotation:

   • Representatives from each of the Divisions and the Counseling and Library departments will serve a two-year term**.**

When Appointed:

   • Members shall be appointed at the beginning of the fall semester or when a vacancy from any division or department becomes available.

Defrocking:

   • ~~7~~ **Two** unexcused absences from the Faculty Development Committee meetings per year, said absence recorded by the Secretary, shall be construed as resignation. If someone is not able to serve for one semester, a substitute must be elected following the division election process.

Meeting Frequency:

   • The committee shall meet ~~twice a month~~ six times per year approximately once a month. The day and time will be set in fall based on member availability typically at "College Hour" each semester of the academic year.

Parliamentary Procedure:

   • Quorum shall be met when 50% of the committee is present. No business can be conducted without a quorum present.

Student Equity and Achievement

Student Equity and Achievement (SEA) Program Updates

October 17, 2023

TABLE OF CONTENTS

- Student Equity Program Updates
  - Foster Kinship Care Education
  - Formerly Incarcerated Students in Transition

- Student Equity Plan 22-25 Update

Foster Kinship Care Education

- Ms. Pamela Hembrick-Godfrey
  - *(36 years at Compton College)*

- FKCE parent training classes are mandatory for foster care parents in the state of California, classes are held in person and online.

- Partnering with the Los Angeles County Department of Children and Family Services, Southwest College, and the City of Compton's mayor's office for annual FKCE Christmas party.

Foster Kinship Care Education

OCTOBER 2023

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
	3 **Foster Parents Right's** 10:00 am to 1:00 pm **Sandra Smith**	**4** **Foster Parent's Right's** 5:00 pm 8:00 pm **Linda Jones** **Zoom**	**5** **Foster Youth Right's** 10:00 am to 1:00 pm **Sandra Smith**	**6** **Spanish Only** **Foster Parent's Right** 10:00 am to 1:00 pm **Juanita Cruz** **Zoom**
9 **Specialized Care Increment** 9:00 am to 1:00 pm **Aubrey Manuel** **Zoom**	**10** **Child Safety and Supervision** 10:00 am to 1:00 pm **Reginald McCoy**	**11** **Child Safety and Supervision** 5:00 pm to 8:00 pm **Linda Jones** **Zoom**	**12** **Culturally Competent Parenting** 10:00 am to 1:00 pm **Reginald Mc Coy**	
16 **Specialized Care Increment** 9:00 am to 1:00 pm **Aubrey Manuel** **Zoom**	**17** **Individual Education Program (IEP)** 10:00 am to 1:00 pm **Alliance of Children's Right's** **Zoom**	**18** **Culturally Competent Parenting** 5:00 pm to 8:00 pm **Jennafer Provinse** **Zoom**	**19** **Attention Deficit Hyperactivity Disorder** 10:00 am to 1:00 pm **Reginald McCoy**	
23 **Specialized Care Increment** 9:00 am to 1:00 pm **Aubrey Manuel** **Zoom**	**24** **Opposition Defiant Disorder** 10:00 am to 1:00 pm **Reginald McCoy**	**25** **Documentation and Recorder Keeping** 5:00 pm to 8:00 pm **Reginald McCoy** **Zoom**	**26** **Caring for a Child with Cancer** 10:00 am to 1:00 pm **Jennafer Provinse**	
30 **Juvenile Diabetes** 10:00 am to 1:00 pm **Zoom**	**31** **Self-Harm** 10:00 am to 1:00 pm **Jennafer Provinse**			**FRIDAY ZOOM** Meeting ID: 943-0657-5775 Password: 0336784
MON & WED ZOOM Meeting ID: 920-4705-8648 Password: 718558	**TUES & THURS ZOOM** Meeting ID: 974-6016-3411 Password: 498852	**FOSTER KINSHIP AND CARE EDUCATION (FKCE) PROGRAM** www.compton.edu For more information Contact Pamela Hembrick-Godfrey (310) 900-1600, ext. 2771 Location Student Services 2 floor room 212 pgodfrey@compton.edu		

Formerly Incarcerated Students in Transition (FIST)

- 39 students currently enrolled in the FIST program
- Continued support with dedicated counselor Louis Williams
- Weekly FIST meetings, Thursdays from 12:30 to 1:30 p.m. in SSB-211
- Monthly Parole and Community Team (PACT) meetings have returned to Compton College.

Five Student Success Metrics

Access: Successful Enrollment

Persistence: Fall to Spring (term-to-term)

Completion of Transfer Level English and Math in the First Academic Term

Transfer

Completion (degree and certificates)

STUDENT EQUITY PLAN 2022-2025 REVIEW/UPDATE

Student Equity Plan

This Compton College Student Equity Plan (2022-2025) provides a guide to address equity in intentional ways aligned with the college's existing efforts and plans, such as the Compton College 2024 Comprehensive Master Plan, as well as the California Community College Chancellor's Office Vision for Success.

Five State-Defined Equity Metrics

- Successful Enrollment
  - The proportion of students who enroll out of those who apply to the college.

- Complete Transfer-level Math and English
  - The proportion of students who completed transfer-level math and English in their first academic year of credit enrollment within the district.

- Persistence from First to Second Primary Term
  - The proportion of students who enrolled in fall and spring terms in the selected year, excluding students who completed an award or transferred to a postsecondary institution.

- Transfer
  - The number of students who enrolled in a four-year institution in the selected year of students who earned 12 or more units at any time.

- Completion
  - The number of students who attained the Vision for Success definition of completion (degree or certificate) in the selected year.

SEA Targeted Outcomes: Successful Enrollment

- Target Population: Males of Color
  - Increase a sense of belonging among Males of Color with targeted academic and personal support to promote student persistence and completion
  - Increase student awareness and participation in the Guided Pathway Divisions (GPD) to gain a deeper understanding of the Colleges programs of study, careers, and pathway teams
  - Increase the number of Males of Color enrolling at the College by 3,120

SEA Targeted Outcomes: Persistence

- Target Population: Males of Color
  - Increase the number of Males of Color persisting from term-to-term by 15 percent.
  - Ensure students access academic and personal support and offer targeted strategies to promote successful course completion and persistence to the next term.

SEA Targeted Outcomes:
Completion of Transfer-Level Math & English

- Target Population: Black & Latinx Students
    - Increase the number of Black or African American students by a minimum of 13 percent who enroll in and complete transfer-level English and math courses.
    - Increase the number of Latinx students by a minimum of 8 percent who enroll in and complete transfer-level English and math courses.
    - Guide and counsel students to enroll in English or math in the first or secondary term and ensure Student Educational Plans and the College course schedule align with student need and demand for English and math courses in the primary academic year.

SEA Targeted Outcomes: Transfer

- Target Population: Males of Color & Black Students
  - Increase the number of Males of Color students transferring by a minimum of 3 percent
  - Increase the number of Black or African American students in the Guided Pathway Divisions with targeted academic and personal support to promote successful course completion and persistence to the next term.
  - Increase the number of Males of Color and Black students in Associate Degrees for Transfer (60 Units) programs of study and explore why students are earning 30+ units beyond the ADT of 60 units; decrease the number of unit accumulated (ADT = 94 units for Black; ADT = 93 units Latinx; ADT = 146 All Masked Values)

SEA Targeted Outcomes: Completion

- Target Population: Latinx Students and Black Students

  - Increase the completion rate by a minimum of 6 percent for Latinx students.

  - Increase the completion rate by a minimum of 7 percent for Black or African American students.

  - Ensure students access academic and personal support and offer targeted strategies to promote successful course completion and persistence to the next term.

Student Equity Plan Update/Review

- Ensuring all students are given educational plans in their assigned guided pathway.

- Developing culturally responsive pedagogy and supplemental instruction. (Dr. Banks and Dr. Blonshine)

- Continued professional development for faculty and classified professionals

- Student engagement through "Black and Males of Color Success Program."

QUESTIONS?

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