

Fullerton College
Faculty Senate Student Equity Committee
2012 Recommendation #4

To: Rolando Sanabria, Faculty Senate President
Cc: Rajen Vurdien, College President
From: FC Faculty Senate Student Equity Committee
Date: November 5, 2012

Recommendation #4: Comprehensive Staff Development Program

Rationale: We are falling short at all levels of the campus in respectfully addressing the needs of our students. It's time to create an integrated plan across the campus, with a special focus on training faculty, staff, management and administration to support our diverse student population. One of the best indicators of student success is the person in front of the classroom or the first administrator or classified person a prospective student meets at a counter or office. This plan needs to have a strategy for buy-in and participation at ALL levels.

Background:

Introduction of the 2008 Student Equity Plan, it was noted: "We also recognize that we need a greater focus on faculty and staff development. While not all of our students avail themselves of special programs or support services, every one of them is sitting in classrooms. Thus, we need to address solutions that are classroom-based if we hope to reach all of those in our target population."

The 2010-2011 End-of-the-Year Report (5-9-11), the Committee identified the following:

- One of the best indicators of student success is the person in front of the classroom (or the first classified person a prospective students meets at a counter).
- Even with differentiated instruction by faculty, many students are still not being successful. This is a dilemma that needs to be addressed immediately.
- Need to focus on staff development and effective teaching practices for diverse learners.

Discussion of Staff Development on 2-9-12 following up on the 12-8-11 Meeting & Earlier

Discussions:

- Possibly create a general information handbook for faculty and staff
- Provide an interesting, creative way to convey information
 - We need to provide a way *both* faculty and classified have knowledge regarding *how* to support students.
 - Look at the existing New Faculty Orientation
 - Look at Adjunct Faculty Orientation
 - Fall of 2009: Check with Dr. Hodge regarding the Fall Convocation and the FC Strategic Conversations in the Fall (possibly provide a focus and how to apply the Equity Plan across campus)
 - What is the Student Equity Plan? How does it apply to them?
 - What does it mean?
 - What is our responsibility to have all students feel welcome at FC?
 - Do we expect them to be successful?

- Faculty need to realize that taking time to get to know their students at the beginning of the semester will be pay dividends not only in student success but also in the quality of instruction.
- Need to shift the attitudes of instruction. Connect with the students. This will make instruction more stimulating and fun for all.
- 1st six weeks is when we lose the majority of our students - whether they drop out physically or mentally.

Recommendations: The Faculty Senate supports the following recommendation for a Campus-wide Staff Development Plan.

1. To support the Student Success Committee to create a much needed comprehensive staff development framework including a plan for involving all personnel on the campus from administration, managers, faculty and staff to fully participate.
 - a. Focus: creating a comprehensive framework for Staff and Faculty Development that would serve as the lead, communication hub, and umbrella for an all campus-wide effort.
 - b. A comprehensive framework would include how to get participation from the faculty, staff, management and administration to not only attend but also to implement ideas generated from the training.
 - c. This training needs to go beyond strategies in basic skills and technology training for faculty and staff. The comprehensive plan needs to specifically address the affective domain as the foundation and starting place for a successful program. This requires an understanding of who our students are and how to provide the needed mentoring to help them see themselves as competent and successful learners.
2. There needs to be institutional support for the Staff Development Committee which includes the necessary funding to provide the needed training to support our students.

Respectfully submitted by the Faculty Senate Student Equity Committee:

<p>Chris Lamm, Faculty Senate Student Equity Committee Chair; Faculty/Social Science Division: Child Development & Educational Studies Dept.</p> <p>Adela López, Faculty/Social Science Division: Ethnic Studies Department</p> <p>Carolyn Facer, Faculty/Mathematics & Computer Sciences Division: Math Dept.</p> <p>Jose Miranda, Faculty/Technology & Engineering Division: Automotive Dept. (2011-2012)</p> <p>Annie Liu, Asian/Pacific Islander Faculty/Staff Association (Humanities Division)</p> <p>Nahrin Hinaro, Counseling</p> <p>Pilar Ellis, Manager of the International Student Center</p> <p>Mark Greenhalgh, Dean of Mathematics & Computer Science Division</p> <p>Chuck Helms, Classified Representative/Skills Center</p> <p>Ricardo Muniz, Student Representative from ICC</p> <p>Edward Cheon, A.S. Representative</p> <p>Alex Reyes, Student Representative from ICC</p>
