



Minutes

Professional Development Committee

Date: Wednesday, October 20, 2021

Time: 3:00 pm – 4:30 pm

Location: <https://cccconfer.zoom.us/j/97991697981>

Attendees: Andrew Burch, Resa Hess, Jennifer Marshall, Corey Marvin, Vonetta Mixson, Rene Mora, Rebecca Pang, Kelly Potten, Frank Timpone

Guests: Cody Pauxtis

1. Call to Order

Meeting called to order at 3:01 pm by Corey Marvin

2. Changes/Additions to the Agenda

No changes/additions to the agenda

3. Approval of Minutes and Action Items

Minutes approved unanimously

4. Introduction of Classified Members

Jennifer Marshall and Kelly Potten are the new Classified Members joining the PDC. CSEA wonders how professional development can be integrated into yearly performance evaluations. Establishing consistency and uniformity – where opportunities for growth are. Corey is not sure there is a one size fits all answer in terms of evaluations, however, it is good to spark the discussion. The college needs to develop an infrastructure surrounding PD that works for everyone.

5. Faculty Report

The Faculty Flex Committee is discussing the goals and ideas for the next Flex Day. There will be a few events on mindfulness. Andrew will put a call out for presenters to present on student success, teaching strategies, and mindfulness. The VRC discussion will go to Academic Senate as a discussion item.

6. Management Report

Nothing to Report – formal training has not returned since being sideswiped by covid. Management looks forward to seeing what direction the President would like to go.

7. Flex Adjunct Pay and Presenter Pay

Adjuncts are paid a stipend to attend flex at \$30 per hour. Andrew and the FFC would like to pay presenters to incentivize faculty to present. Awarding an extra hour of flex time is not much of an incentive. Andrew suggested to pay out an additional hour or two for presenters. The Flexible Calendar Program is an entire program that we opt in or opt out on at the state level. We either do Flex or we do not. It has a variety of impacts. One element is a Flex Committee that oversees making recommendations on Flex Programs. \$30 per hour is the contracted rate for non-instructional duties. Rebecca inquired if we could also pay adjuncts to present. So long as the workshop aligns with the categorical programs to the extent allowable, with budget manager's approval, yes. If a training does



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not align with categorical programs, then we would need to use general funds. Keeping track of flex hours is an area of improvement. If paying presenters is approved, presenter time could be used towards flex time and should a presenter elect to get paid, then they would need to seek out additional flex hours.

8. Annual Convocation

The entire college should get together at the same time. The idea was presented while Jill was still here, and Dr. Hancock favors the idea. Dr. Marvin would like to find something that works for all employee groups. The Thursday before the semester begins is not an ideal day as many students are registering for classes and require assistance. Frank recalls the majority of Academic Senate voted against an annual college-wide convocation.

9. CORA

Corey shared the CORA website and provided background information regarding Dr. J. Luke Wood. CORA provides courses at an individual level or an institutional level. What CORA provides might be similar to what VRC offers. Research will be done to determine the best route for Cerro Coso. Rebecca shares a challenge with faculty not having enough time to go through the material. Material and resources are being gathered to include in the RRA for next year. Andrew reminded the group that Professional Development for faculty is a 10+1 issue. If Cerro Coso obtains an institutional license, it would have a start and end date and should be available at any time.

10. On-demand Professional Development (Cody Pauxtis)

The Professional Development Leadership Team presents in April. The biggest idea was to have a professional development repository on the KCCD website. The team investigated the VRC. Tonya Davis investigated VRC several years ago and it was not completely implemented. Corey shared reasons of support. Good ideas are only as good as how they are implemented. Cody will return to the PDC with more information.

11. Vision Resource Center

The VRC is an online collaborative platform operated by the state Chancellor's office. It is a place for people and communities to share PD opportunities. Playlists can be created and assigned. Corey and Andrew met with VRC ambassadors. If Cerro Coso integrates soon, there is a discount. Over two-thirds of the districts in the state have integrated with VRC. If KCCD receives funds to integrate with VRC, Cerro Coso is not required to roll out the implementation. VRC tracks flex hours which can be incentive for getting faculty onboard. Andrew will bring to the VRC to the Academic Senate. The KCCD Board of Trustees has a goal for more PD opportunities for all employee classifications. The VRC can identify the appropriate PD, deploy videos and monitor views to ensure the right employees receive credit. Vonetta has utilized the VRC for specific topics and has been very pleased with the platform. Sylvia is actively taking a course in authentication. Kelly also uses the VRC when in her spare time. Andrew will gauge the temperature of the faculty at Academic Senate with the VRC as an informational item.

12. Review of Action Items

- *Andrew to take Presenter Pay to the Flex Committee and bring back a recommendation to the PDC*



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- *Andrew to take VRC to Academic Senate as an informational item*
- *Corey to take VRC to Admin Cabinet*
- *Corey to take VRC to Vice Presidents meeting*

13. Future Agenda Items

14. Future Meeting Dates: November 15, 2021

15. Adjournment

Meeting adjourned at 4:08 pm by Corey Marvin

Meeting Co-Chairs: Corey Marvin & Andrew Burch

Recorder: Lacey Navarro