Minutes

Committee Name: SSSP
Date: 5/1/19
Time: 12:30PM
Location: MB 318 | BIS 197 | MAM 228 | KRV 5 | Zoom

Present: Vivian Baker, Tyson Huffman, Chad Houck, Christine Small, Fabian Meneses, Steve Rogers, Heather Ostash, Corey Marvin, Julie Cornett, Rebecca Pang, Matt Crow, Missy Gross, Laura Vasquez, Ben Beshwate, Pam Campbell

Absent: Lisa Stephens

1. **Call to Order**

2. **Approval of Agenda**

3. **CFIT Recommendations**

   a. **Next Steps**

     - Question raised: What are the next steps, how do we capture/frame next steps and implementation of them?
       - Google tool from Tyson could help
     - Christine: Some recs geared towards her, and haven't seen doc yet. Thinks that we should ensure that everyone who needs it has it
     - Fabian noticed that the apply button was added to the website, wants to know if that's from the CFIT recommendation?
       - Likely not, most likely came out from President's Cabinet
       - It is not the completion of the CFIT's recommendation
     - Corey notes that recommendations were primarily for he and VP Ostash to bring forward into discussion
     - Heather notes that the document doesn't necessarily reflect the work of the group, so further discussions need to be had regarding how to best present work
     - What decision making power does the SSSP group have?
       - We're discussing changing workloads etc., but who has the authority to make these decisions?
       - Heather does not believe that we are adding to the workload of faculty, only illuminating those responsibilities that they should already have
         - Recommendations for potential changes or updates
       - Tyson notes that we're making large sweeping recommendations, likely need to take them to Acad. Senate to have further faculty engagement
         - This work must be visible everywhere to withstand the test of time

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- Heather believes the case is being made via institutional research to help prove the validity of the work of SSSP
    - Corey believes that identifying the manager that would be implementing these changes, and they would be the beginning of the implementation and deciding whether they are viable
    - Recommendations based on hard data and student experiences
- Process should change that way formal CFIT recommendations can be presented: various committees etc.
    - Would help to strengthen the process of implementation/acceptance of the recommendations
    - Should we build in more marketing for the roll-out of the CFIT?
- Christine agrees that members should be sharing the details with others, but we need to actually share the details of recommendations to the actual stakeholders who would be implementing the recommendations
    - Corey notes that CFITs ought to be outreaching to the departments where recommendations would be made anyway
    - The CFIT needs to be responsible for bringing in the stakeholders to share potential recommendations with the actual departments
    - Recommendations ought to lead to an implementation plan
- Heather: What if we build in a stakeholder meeting prior to recommendations being brought to SSSP. Following that would go to the various committees for input
- Steve: Add an extra question to the annual unit plan: if you have recommendations from an SSSP CFIT, how are you implementing or not those recommendations?
    - Heather: how about "How are you addressing Guided Pathways?"
    - Formal implementation and call out for membership, advertise the CFIT to more than just the SSSP group, and allow for those who would have related ideas provide their input.
    - Tyson: Perhaps we should make it more of a Goals sort of section instead, where the recommendations are part of the goals of the particular departments
    - Julie: Could cause a year of waiting as the unit plans are implemented a year off
- Fabian: Do we need to backtrack and hold these meetings with those named in recommendations for the Program CFIT? Or will this begin later on?
    - Heather: Given the importance of these recommendations, the meetings ought to happen to begin the conversations and implementation of these recommendations

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- Chad: does this mean that the CFIT presents it to us and to all the groups, or?
  - Heather: Quick roadshows, perhaps disseminated to multiple members for multiple groups to hit them all at once, but regardless those on the CFIT ought to be the presenters as they are the ones with the most understanding/information regarding the recommendations of the CFITs
  - Chad's concern is that this is going from a recommending body to an advocacy body – who is responsible for the implementations?
    - Wouldn't be advocacy, but informative
    - Not up to the CFIT to ensure that the work is done, only up to managers to lead the work for implementation of the recommendations
  - Heather: There must be a way to get the info out of SSSP, addition to unit/division plan and the roadshows to help provide a tangible result
- Corey: Could be super simple
  - Information item – brought to each committee for input and to spread awareness of the CFITs' work
  - Would only be added to AUP if the manager decides it, not by being told it's their priority
    - Steve: Would be better if the department opts in for the recommendations, rather than being told
      - Missy: Important to get the why out there that way it can be considered more clearly
- Rebecca: Accountabilities would be easier if the information was disseminated in a clearer way by deciphering what recommendations would be for faculty/chairs and management
- Fabian: More awareness needs to be pushed
- Katie: Enrollment needs to be a priority for all staff, not just faculty and management, since the majority of staff don't necessarily care
- Corey: From the IR office, there is more info coming out now that Ryan has more help, and he imagines that this upcoming year will have much data being released to the staff
  - Heather: This semester truly was an informational gathering time that going forward we'll have the information available for us to help with implementation

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- o Heather: We should meet and plan to discuss what will be happening going forward
    - ▪ Matt: When looking to codify, need to look at 10+1
        - • All recommendations need to go through Acad. Senate
            - o Corey: Yes, but not every recommendation needs to
    - ▪ As long as we can carry the recommendations forward, that is the most important
    - ▪ The Chairs of SSSP wish to congratulate the Programs CFIT for all their hard work
- o Melissa: Is it up to the CFIT to decide what the next steps are, or will SSSP make that decision?
    - ▪ Heather: The more we're talking it through, it ought to go to all governance committees
        - • Creating a process or timeline
    - ▪ Tanner can facilitate the inclusion in other governance committees
    - ▪ Would then be built into the CFIT beginning documents
- o Opportunity for CFIT to have meeting with stakeholders during this semester?
    - ▪ Many recommendations go through Natalie for the website, but she's given the go ahead, Corey plans to sit down with Sylvia to discuss the changes
    - ▪ Katie: couldn't website recs be completed soon?
        - • After graduation

4. Student Success Factors

a. Status

- o Where are we on this?
- o Chad has been working on welcome letter for Faculty/Adjuncts
    - ▪ One bullet point is to embed one student success factor into syllabus
    - ▪ Led Julie to wonder where we are, what sort of data has been collected for this?
        - • Has CTE gone forward?
            - o Corey: I do not know, not officially
    - ▪ Matt has reflected that he still uses them and discusses them with faculty
    - ▪ Vivian wonders where the initiatives are
        - • Corey can provide
- o We have the google tool from Tyson for CFITs
    - ▪ Possible to add archive?
        - • Likely, need to explore the available features for this site
- o Original goal was to roll out variety of factors, but only two were developed
    - ▪ We need to continue the work with those initiatives, source is faculty chair

- Original request was to find strategies to ensure progress within student equity and success, wanted to go bottom up, but chairs requested top down
- Guided Pathways has somewhat steamrolled many of these initiatives
  - Many of the initiatives are solidly overlaid with GP
  - Need an external website with resources associated with GP and SS Factors, etc.
  - Christine: Could these go into Faculty 411?
    - They probably already are
  - Building in long term expectations into implementation plans
- Quick discussion: At AACC, there was a session regarding the idea of a student services liaison or key position tied to instruction as well, likely faculty member who can help integrate student services into instructional programs.
  - This person can help answer questions for students and other faculty/adjuncts
  - Would this be something we would support?
    - Would this be one person? No, was thinking perhaps by department or discipline or program to help create a wide web
      - Matt thinks that due to the small community of faculty we have, perhaps just one CTE one L&S
      - Students more likely to discuss with supplemental instructor rather than discussing with regular faculty member
        - This is brought up to help with faculty who may not necessarily know of the services available for students
        - Would have both someone in instruction who is student services expert and have counselor who is expert in a particular area or set of areas

5. Guided Pathways Plan Draft

- The equity considerations piece
- Laura has question on Page 10: Wouldn't the supplemental courses be systematic? (e.)
  - Questions above regarding student support and AB 705 was handled there, but perhaps should be added
- Heather: How are we going to reach the students far below transfer-level
  - Not necessarily discussing extra support, such as embedded tutors, writing/math labs
  - Conversation is different for student who would've been in C070 vs C020
- Corey: Basic response was that we're going to implement AB 705, and then see where we are
- Heather: How do we know where those students would have been placed?

- In SOATEST, it shows HS Eng./Math and some other codes thus far unknown
- Christine plans to meet with Ryan to formalize data collection
- Heather believes that we would want to capture the base level of where students place
  - Would faculty be able to see this? Not at this time, they can contact Christine for it
  - Faculty can see multiple measures score
  - Fabian: What would be the intention of seeing them?
    - To help faculty identify those who may need extra help
  - Everyone is placed in transfer, but they can opt to a lower level if they feel they need it
    - Can be recommended into support courses
    - Based on GPA
- First section pretty much aligns with the work of the Programs CFIT along with next steps associated with that
- Equity Considerations in Area 1
  - Once an approach that is shareable, have students able to reflect on it. Hard to get input from those groups prior to having formalized info
  - Second point: All info in navigate
  - Third point (grey section at top): Data shows that historically underrepresented groups tend to be disproportionally represented in degree programs
  - Many of these considerations are fairly specific and actionable
    - How do we avoid doing something for a specific population? This document provides broad things that can be done, as well as some more specific actions that can be taken to further address the equity considerations
  - Julie: Moving forward with CFITs: see how the CFIT actually responds to the equity considerations
  - Fabian: How do you see the equity director handling this?
    - Being at the table within various groups, and weaving practices/decisions regarding equity into all conversations taking place within the college to further these Equity Considerations
    - Christine: must infuse professional development, incorporating practices into meetings etc.; Must become culture of institution in a natural way instead of
- Equity Considerations in Area 2
  - First generation students often shoot low, as even with an associate's degree are most educated, may not reach for bachelors/masters
  - Point 2: Disaggregation at discipline level

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- Ryan is creating program level dashboard this summer, based on degree/program rather than broad department
- Enrollment, pass rates, etc.
- Fabian: Isn't this already in Navigate?
  - Ryan will be making this simpler and easy for all faculty/staff to have access to
  - Christine: Within CTE training she was able to identify the potentiality of who would be eligible for a particular degree
  - Idea to see groups that are disproportionally not successful
  - Faculty dashboard, more robust than just a generic setting
    - Specify full-time versus adjunct
- Equity Considerations in Area 3
  - Point 1: Work going to be done
  - Point 2: Nursing is example
  - Point 3:
  - Point 4:
  - Cost of textbooks and parking
  - Bakersfield college free bus service?
    - We do get bus passes for EOPS
    - There is a thought for it, but it has not been implemented or arranged yet
  - When benefit of ASB card went away, so did interest in purchasing them
    - Subsidize a route, pay the cost of driver
    - Fabian will ask questions when he meets with the Chamber of Commerce
    - Even if we paid for two nights per week that could help to hinder a barrier
    - Transportation was third highest complaint
    - Could food be subsidized? Something through CalFresh
      - Some schools are going food vouchers etc.
        - Stigma associated with vouchers, must be universal
      - Must look into CalFresh to see what the particulars are for potential subsidies
        - EOPS does provide food vouchers for their students
      - So many ways for students to qualify for Cal Fresh, but the application/interview process is stressful for students
        - Some schools provide a CalFresh station
    - Riverside district:
      - Part of ASB funds goes towards free food provisions on campus
  - Now CalFresh interviews are virtual

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- Hard, but many schools are providing social services on campus
- CapK willing to add us to route for food bank

6. **Student Equity Plan**

7. **Future Meeting Dates – TBD 2019-20**

8. **Adjournment: 2:30PM**

Meeting Chair: Heather Ostash and Julie Cornett
Recorder: Tanner Barnett