

## **Faculty Caucus Minutes**

**Tuesday, April 20<sup>th</sup>, 2021 2:30PM Zoom**

**Present:** M. Barlett, E. Brindisi, E. Bush, L. Charbonneau, S. Dar, C. Ehrlich, M. Faitell, A. Fried, A. Haines, R. Huyck, J. Ireland, M. Kelly, M. Kuczynski, G. Melendez, A. Miller, C. Miller, A. Radlowski, R. Santos, and R. Wittenberg.

**Guests:** T. Thomas

### **Call to Order**

The Caucus was called to order at 2:32p.m.

### **Approval of Minutes**

The minutes from the March 16<sup>th</sup> meeting were approved.

Approved- 7, Opposed- 0, Abstained- 0.

**Guests-** AVP, T. Thomas

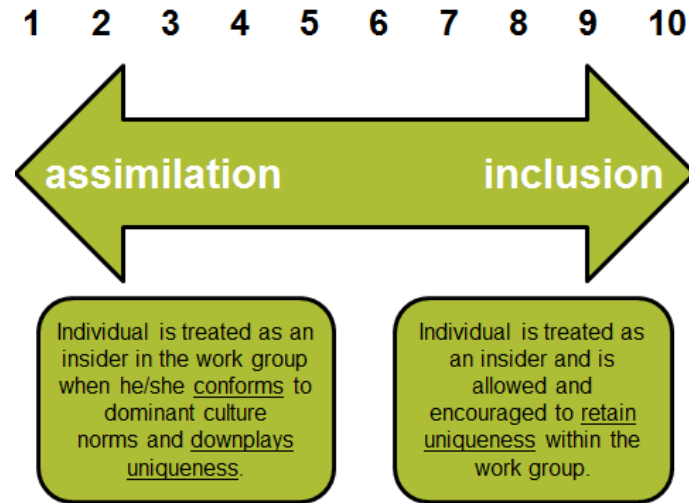
Strategic Planning Council usually had a 5 year strategic plan with external help and agencies input. Each year's goals were based on items that came up in the departments, which then went into the budget process. There was a misalignment with the budget cycle, annual plan cycle, and the faculty/staff annual process. Also a 5 year strategic plan does not help with the college's ability to take advantage of opportunities. Therefore, a new planning cycle was created in one year increments that could be updated. The 2021-2022 Annual Plan Draft was shared with the group. There are 4 pillars, which are the same from Catalyst 2020, but does not include the Applied Learning goal. It also includes a third level of how to measure each goal. The Catalyst 2020 document was shared for context and comparison with the proposed 2021-2022 document. It is a working draft and feedback is welcome, SPC will discuss this draft at its next meeting before being shared with College Senate next month. Following Senate the draft will be sent to the Board of Trustees.

### **Conversation about Diversity**

The purpose of diversity conversations in Faculty Caucus was restated and the ground rules for these conversations were reviewed.

1. Listen actively- this includes refraining from use of zoom chat feature while others are speaking
2. Speak from your own experience instead of generalizing ("I" instead of "they," "we," and "you")
3. Participate fully at your own comfort level
4. Be respectful of everyone's view point and be aware that we are all in different place
5. Be conscious of body language and nonverbal responses.

Considering the following framework:



Do you think your classroom norms tend toward assimilation or inclusion? If the norms are closer to assimilation - what are some ways you could make your classroom more inclusive?

Below are some ideas from our discussion. We would like to continue to make this a resource! If you have some thoughts on ways you make your classroom more inclusive - please send them to Melissa Barlett ([mbarlett@mvcc.edu](mailto:mbarlett@mvcc.edu)) to be added.

Some Ideas to Increase Inclusion:

#### Ice Breakers and Get to Know You Activities

- Using any version of these is great, because it helps you get to know students, and them get to know each other
- Participate in the ice breaker! Be open and willing to share something about yourself, including something that might be unique or unexpected.
- A good idea for an ice breaker is to have people introduce themselves, and then give the history of their name (however they would interpret that)
- You can ask students to propose their own questions for ice breakers and have them lead the activity on different days, this can bring in even more of their uniqueness

Let students know that this is important to you. Include a statement in your syllabus that notes the value of unique ideas and backgrounds and that these things are welcome in your classroom. You can even fully use the assimilation/inclusion concept and image to discuss this with students. Students may attempt to assimilate just based on past experiences, so clarifying can be important.

Small things matter, such as wearing clothes or playing music or using examples that show diversity, even if it is just things that are uniquely interesting to you.

#### Ways to Incorporate Inclusion into Content

- Point out the ways that the history of your content has been considered over time, and note changes that have occurred

- Consider if you are providing mostly a white or Euro-centric/Western view, and actively look for alternate sources
- Actively look to highlight diverse scholars in your field
- Provide assignments with open-ended options where students can choose areas that are specific and unique to them

### **Chair Report**

Met with VP Squires and Senate Chair- The work on the floor of the Academic Building continues, most classrooms and offices on the second floor have been replaced. Summer work will continue on the hallways of the second floor. Floor replacement will continue on the first floor of the academic building in the fall. The work on the roof and overhang of Payne Hall is continuing as well.

Met with VP Kahler- Discussed SUNY Gen Ed proposal and need for feedback prior to April 26<sup>th</sup>. Also discussed current college statements at which time the current focus is to review the statements for revisions that may be needed. Once this is completed the best location or housing for these statements can be determined.

### **Old Business**

MVCC Systemic Inclusion statement draft was shared with the group.  
Approved- 14, Opposed- 0, Abstained- 0.

Still looking for Guided Pathway Council representative. Meetings are usually once a week and meet over the summer.

Proposed Micro-credential BOT Policy change was shared with the group. No further comments provided.

MVCC College Statements were shared with the group for review. The Sustainability Statement could be revised, but it is being worked on by the Sustainability council.

SUNY GEAC Report/Proposal was shared with the group. Feedback from FCCC was shared with the group that has been sent to VP Kahler.

### **New Business**

From the FCCC Plenary, there are two resolutions: one is “Commending Funding for Community Colleges” just making us aware of the budget and the second is the “Support of Faculty Consultation in Course Modality Decision- Making,” which does need a vote.

The leader of student assembly noted that there will be a \$.50 cent per student per semester fee increase for financial support of the assembly.

Question came up about course delivery and what works best for all parties involved. Could use feedback from students moving forward, but there is over surveying.

**Open Forum**

None.

**Adjournment**

The Faculty Caucus adjourned at 4:21 p.m.

**Next meeting**

2:30pm on Tuesday, May 11<sup>th</sup>, 2021 via Zoom.

Respectfully submitted,  
Michael Faitell