



**TOGETHER WE WON'T FALL**  
Fall Flex Days | August 2020

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## SPECIAL NOTE TO OUR ADJUNCT & CLASSIFIED EMPLOYEES

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Please feel free to attend any of the workshops offered in this booklet. All workshops and presentations will be offered live at the stated time and also recorded for later viewing. The recordings will be available on our web at CRC Convocations and will also be posted on the Professional Development Canvas page.

# OFFICE OF THE PRESIDENT



August 2020

CRC Colleagues:

I hope you had a chance to spend quality time with your family and loved ones. I want to express my heartfelt appreciation for your hard work and commitment to providing the best teaching and learning environment for our students under extremely challenging circumstances. The COVID-19 pandemic continues to present extraordinary challenges to our education system and the way in which we serve our students.

As a society, we are also forced to confront systemic racism and anti-blackness, long-standing issues that came to light as result of the recent killing of George Floyd in the hands of the police. This historic moment is a heightened call for all of us to closely examine our individual and collective roles in dismantling institutionalized racism and anti-blackness.

CRC's call to action in this historic moment is to redouble our commitment to racial equity and social justice. To reaffirm our commitment, we are launching a campaign called "We Won't Fall" that outlines ambitious, yet achievable, goals aimed at improving the outcomes of Black/African American and Latinx students.

You will find several professional development opportunities outlined in this Flex brochure that are critical to helping us improve student outcomes and our ability to serve students. The Convocation theme is "We won't Fall." I encourage you to dig deep and think about what is possible when we work together. The challenges we face may seem insurmountable, but together we won't fall; we will soar.

Welcome back!

Sincerely,



Dr. Edward Bush

President

# WEDNESDAY OPPORTUNITIES

## WEDNESDAY, AUGUST 19

*Special Note: You will be more successful in these workshops if you connect using a laptop or PC so that you can fully participate in online activities. All workshops will be recorded and posted on the PD Canvas page.*

**8:30–10:00 am**

### **Using Starfish to Connect Students to Resources and Improve Success (English and Math Faculty only)**

Teaching & Learning Excellence

Meeting URL: <https://cccconfer.zoom.us/j/99496704484?pwd=MXBMNzRXem11cEErVURvbnRMQkpyZz09>

Meeting Password: 7052

*Facilitated by Tyler Rollins, Director of Academic and Student Support Projects and Camille Moreno, Professor of Mathematics and Math Department Chair*

Starfish is an easy-to-use platform that quickly and efficiently links students to services and resources that can help them be more successful. These services act as important safety nets for our students during these uncertain times and instructors can now directly connect students to these services and supports. In this hands-on training you will learn how to set up your profile, view your students, create student support referrals that will connect students with resources, and how to follow the referral to see when your students work with different service areas.

**10:15–11:45 am**

### **Tutoring/Academic Support at CRC**

Teaching & Learning Excellence and Cultural Competence

Meeting URL: <https://cccconfer.zoom.us/j/91582372240>

*Facilitated by Ryana Fisher, Tutoring/Academic Support Coordinator*

In the era of distance learning, Tutoring/Academic Support is critical to assist students in their learning, particularly as we continue to focus on closing the opportunity gap. This presentation provides an overview of Tutoring/Academic Support services offered to support students. The Tutoring/Academic Support program has undergone significant changes over the last year and half to meet the needs of students. We have successfully transitioned to online as we continue to partner with faculty across the discipline to support students. We encourage faculty and classified professionals to participate in this presentation to learn more about the services we offer and ask questions. It's important to us to hear from faculty and classified professionals to improve our services and provide robust tutoring to students.

**1:00–2:30 pm**

### **Using Starfish to Connect Students to Resources and Improve Success**

Teaching & Learning Excellence

Meeting URL: <https://cccconfer.zoom.us/j/91044728454?pwd=dko0bFc3b2Z5cjNZMjF2cUJ6M3Q4dz09>

*Facilitated by Tyler Rollins, Director of Academic and Student Support Projects, and Emmanuel Sigauke, English Department Chair*

Starfish is an easy-to-use platform that quickly and efficiently links students to services and resources that can help them be more successful. These services act as important safety nets for our students during these uncertain times and instructors can now directly connect students to these services and supports. In this hands-on training you will learn how to set up your profile, view your students, create student support referrals that will connect students with resources, and how to follow the referral to see when your students work with different service areas.

# THURSDAY OPPORTUNITIES

## THURSDAY, AUGUST 20

*Special Note: You will be more successful in these workshops if you connect using a laptop or PC so that you can fully participate in online activities. All workshops will be recorded and posted on the PD Canvas page.*

**9:00–10:15 am**

### **Bring the Library into Your Online Course**

Teaching & Learning Excellence

Meeting URL: <https://cccconfer.zoom.us/j/95841107582>

*Facilitated by Andi Adkins Pogue, Librarian*

There's one group of faculty that easily transitioned into remote operations - The CRC Librarians! Find out how their work can support you and your students in the new normal of distance education. You are guaranteed to leave this workshop having learned something new. Topics will include online research guides, virtual library support & appointments, embedded librarians, creating equity through open educational resources, and more - plus there will be games and virtual prizes!

*Special Note: You will be more successful in this workshop if you connect using a laptop or PC so that you can fully participate in online activities.*

**9:00–10:15 am**

### **Providing Equal Access to DSPS Students during Campus Closure**

Teaching & Learning Excellence and Cultural Competence

Meeting URL: <https://cccconfer.zoom.us/j/94671976339>

*Facilitated by Yolanda Gomez, DSP&S Coordinator, and Teresa O'Brien, DSP&S Counselor*

Share and learn ways to effectively provide academic accommodations while teaching synchronously in an online environment. We will share best practices, success stories, and challenges of our students. This includes the use of auxiliary aides and services such as remote captioning, sign language interpreting, and note taking. Get updates on learning disability screening and alternate media production services.

**9:00–10:15 am**

### **Serving ALL Our Students: Re-Emerging Scholars in Los Rios**

Cultural Competence

Meeting URL: <https://cccconfer.zoom.us/j/98842859555>

*Facilitated by Georgine Hodgkinson, Professor of Communication Studies and Formerly Incarcerated Student Program Coordinator; and Kalinda Jones, Professor of Social Work/Human Services; and Jonathan Dena, CRC Re-Emerging Scholars Student Advisor & Berkeley Underground Scholar*

Re-Emerging Scholars is a program dedicated to supporting incarcerated and formerly incarcerated students reach their academic goals and make successful transitions back into their communities. These students face a number of unique challenges. Sentencing inequity and cultural bias add to the hurdles faced by Re-Emerging Scholars. This presentation will explore issues of mass incarceration, consider incarcerated and formerly incarcerated student experiences, and describe ways in which Los Rios faculty can support this program in an effort to help all our students thrive. It will also include an opportunity for participants to consider their own thoughts and feelings about the criminal justice system and the overrepresentation of African Americans incarcerated in the United States.

**10:15–11:15 am**

### **Coffee with the Presidents**

Meeting URL: <https://cccconfer.zoom.us/j/98103481038>

*Facilitated by President Edward Bush, Academic Senate President Greg Beyrer, Classified Senate President Julie Olson, and LRCFT President Jason Newman.*

Join your colleagues in conversation with the College President, Classified Senate President and LRCFT President about goals for the fall semester and beyond.

11:15 am–12:30 pm

## How to Best Serve Our Students Experiencing Basic Needs

Cultural Competence

Meeting URL: <https://cccconfer.zoom.us/j/96530139619>

*Facilitated by Malisha Blakes, Hawk Cares Case Manager; Oscar Mendoza Placencia, Director of Student Life & Leadership; and Yolanda Garcia, Dean of Student Services & Enrollment Management*

Many students face various challenges ranging from food insecurity to homelessness. In order to be intentional in meeting the basic needs of our students, CRC has created the Hawk Cares Program to provide one central location for our students in need.

11:15 am–12:30 pm

## OneBook

Teaching & Learning Excellence and Cultural Competence

Meeting URL: <https://cccconfer.zoom.us/j/97962338480>

*Facilitated by Emmanuel Sigauke, English Department Chair*

CRC has voted to extend *Just Mercy* as OneBook's selection for the 2020 - 2021 academic year. Those who have read and used this book in their course know that this book remains relevant to the criminal justice environment of the United States. When Stevenson was a young lawyer, he founded the Equal Justice Initiative, a legal practice dedicated to defending those most desperate and in need: the poor, the wrongly condemned, and women and children trapped in the farthest reaches of our criminal justice system. In this workshop you will discover strategies to connect this text, the motion picture, and related events and documentaries to your courses. This session will include selected passages from *Just Mercy*, supplementary materials, and examples of events in the country that relate to the issues covered in the book.

11:15 am–12:30 pm

## Degree Planner—Information Session

Technological Competence

Meeting URL: <https://cccconfer.zoom.us/j/98945035731?pwd=a0x5bWxFdGVBeGdZcnRCU1ZH a0JPUT09>

*Facilitated by Tyler Rollins, Director of Academic and Student Support Projects; Anna Davtian, Counselor; Rochelle Perez, Librarian; and Dana Wassmer Nutrition Professor*

Across LRCCD there are two new systems coming online for Fall '20. The first, Degree Planner, helps students select the right courses for their majors and meet their degree requirements more quickly. The second, Starfish, helps to more effectively connect students to resources at CRC and improve student success. This information session is an opportunity to learn about and see these new systems, as well as to ask questions.

12:30–1:30 pm

## Joint Senate-Union Social Hour

Organizational Competence

Meeting URL: <https://cccconfer.zoom.us/j/98158120853>

Join the LRCFT President and Academic Senate President to discuss the latest trends in education and other topics relevant to CRC Faculty

1:45–3:00 pm

## **Disruption is Our Strength: Beyond ‘Inclusion’ and ‘Diversity’ in Our Canons of Knowledge**

Teaching & Learning Excellence and Cultural Competence

Meeting URL: <https://cccconfer.zoom.us/j/93191364874>

*Facilitated by José Alfaro, English Professor*

This interdisciplinary workshop will examine the ways in which each of us has been coercively trained by a canon of knowledge historically meant to racialize, marginalize, and erase BIPOC (Black, Indigenous, People of Color) and, particularly, LGBTQ+ BIPOC students. Because the legacies of colonialism, genocide, and slavery spawned the university setting we all inhabit today, we too have been trained to become agents of white supremacy. To put it differently, each of us has been trained to reproduce scholars that look like us and to reproduce the kind of “scholar” the university was built for. For some of us who have been aware of these oppressive structures, our reaction has historically been to simply “include” and teach “diverse” texts that are not traditionally represented in our canons. But what happens when we change the material and not the method by which we teach? What happens when we do not teach our students the complex emergence of our disciplines and canons alongside histories of racial, gender, and sexual oppression? In this workshop we will rethink beyond “diversity” and “inclusion,” and move toward a disruption of an already broken educational system and an already broken canon of knowledge. We will insist on disruption for its imaginative force and rethink new multiple possibilities for becoming a “scholar” at CRC.

1:45–3:00 pm

## **Accreditation 101**

Organizational Competence

Meeting URL: <https://cccconfer.zoom.us/j/93370220431>

*Facilitated by Emily Bond, Librarian*

Have you ever wondered how CRC is accredited? Have you heard people refer to the “standards” but don’t know what they are? This workshop will explore the basics of CRC’s accreditation including an overview of the review process, a look at the standards, and a discussion of how we can use the accreditation review process as an opportunity for reflection and growth.

1:45–3:00 pm

## **Let’s Talk About Online Group Projects**

Teaching & Learning Excellence

Meeting URL: <https://cccconfer.zoom.us/j/92844105607>

*Facilitated by Julie Oliver, Biology Professor*

Are you interested in talking about how to successfully have students work on group projects in your online class? Whether you have or do not have experience trying online group projects, please consider joining this casual discussion to share ideas and get some great tips. If you are unable to join this session, please know that another session will be offered in early August. Looking forward to a great conversation.

**3:15–4:30 pm**

## **Bring the Library into Your Online Course**

Teaching & Learning Excellence

Meeting URL: <https://cccconfer.zoom.us/j/92661386769>

*Facilitated by Andi Adkins Pogue, Librarian*

There's one group of faculty that easily transitioned into remote operations - The CRC Librarians! Find out how their work can support you and your students in the new normal of distance education. You are guaranteed to leave this workshop having learned something new. Topics will include online research guides, virtual library support & appointments, embedded librarians, creating equity through open educational resources, and more - plus there will be games and virtual prizes!

*Special Note: You will be more successful in this workshop if you connect using a laptop or PC so that you can fully participate in online activities.*

**3:15–4:30 pm**

## **CRC Music: In The Studio**

Teaching & Learning Excellence and Cultural Competence

Meeting URL: <https://cccconfer.zoom.us/j/93938051289>

Meeting ID: 939 3805 1289

*Facilitated by Lisa Beebe, Music Professor*

During the COVID-19 pandemic, arts organizations are responding to quarantine with creative new ways of reaching their communities. At CRC, the Music Department is committed to continuing to serve our students while also providing resources for our campus community. To this end, the Music Department has created "CRC Music: In the Studio," an exciting new, weekly series featuring innovative artists who are pushing the boundaries of their fields. The series also highlights student voices through a series of open mics and performances. In this FLEX workshop, Music faculty will announce this Fall's exciting lineup and share how these events benefit classes across all disciplines. Attendees will have the opportunity to brainstorm ways to take advantage of "In the Studio" events in their own courses.

**3:15–4:30 pm**

## **The Council of Chairs Kick Off—We are Stronger, Together!**

Teaching & Learning Excellence

Meeting URL: <https://cccconfer.zoom.us/j/95995786248>

*Facilitated by Cheri Fortin, Chair of Theater and Dance Arts, and Rick Schubert, Chair of Philosophy and the CRC Honors Program*

Calling all department chairs! Please join the Council of Chairs as we kick off the 2020-21 academic year! Our gathering will offer continuing and incoming department chairs an opportunity to articulate and collaborate with other department chairs as we share concerns and discuss interests and set goals for the upcoming year.

Building off of the momentum from past efforts, department chairs are invited to participate in this important conversation and help frame the future for the Council of Chairs. Join us to learn about the Council of Chairs and help to develop a roadmap that will guide future efforts to support your work as department chair.



# FRIDAY, AUGUST 21

## 8:30 AM–3:00 PM CONVOCATION

### Together We Will Not Fall

8:30–10:30 AM | Recital Hall

<b>8:30–10:15 am</b>	<a href="https://cccconfer.zoom.us/j/99513868171">https://cccconfer.zoom.us/j/99513868171</a>
8:30–9:10 am	Welcome from Chancellor Brian King
9:15–9:35 am	Welcome from Classified Senate Pres & the Academic Senate
9:40–10:10 am	Welcome from President Ed Bush
10:15–10:30 am	Break
10:30–12:00 pm	Break-out Sessions (See below for details)

### Learning Together: Spring 20 Ideas in a Fall Environment

10:30 AM–12:00 PM

#### CAC Breakout Sessions

#### Zoom Link

Agriculture, Food, & Natural Resources and Automotive, Construction, & Design Tech .....	<a href="https://cccconfer.zoom.us/j/93449202943">https://cccconfer.zoom.us/j/93449202943</a>
Arts, Media & Entertainment .....	<a href="https://cccconfer.zoom.us/j/95407534176">https://cccconfer.zoom.us/j/95407534176</a>
Business & Computer Science and Social & Behavioral Sciences.....	<a href="https://cccconfer.zoom.us/j/91677649861">https://cccconfer.zoom.us/j/91677649861</a>
English & Language Studies .....	<a href="https://cccconfer.zoom.us/j/94587936260">https://cccconfer.zoom.us/j/94587936260</a>
Health & Human Services .....	<a href="https://cccconfer.zoom.us/j/95282420120">https://cccconfer.zoom.us/j/95282420120</a>
Science, Math & Engineering .....	<a href="https://cccconfer.zoom.us/j/97564616831">https://cccconfer.zoom.us/j/97564616831</a>

### Lunch

12:00–1:00 PM | Your own home-cooked meal!

### Career & Academic Communities and Department Meetings

1:00–3:00 PM

#### CAC Department Meeting

#### Zoom Link

Agriculture, Food, & Natural Resources—1:00-3:00 pm .....	<a href="https://cccconfer.zoom.us/j/96082855075">https://cccconfer.zoom.us/j/96082855075</a>
Health & Human Services—1:00-2:15 pm .....	<a href="https://cccconfer.zoom.us/j/92496964090">https://cccconfer.zoom.us/j/92496964090</a>
HHS Department meeting—2:15-3:00 pm .....	<a href="https://cccconfer.zoom.us/j/92216029783">https://cccconfer.zoom.us/j/92216029783</a>
KHA Department meeting—2:15-3:00 pm.....	<a href="https://cccconfer.zoom.us/j/95226757934">https://cccconfer.zoom.us/j/95226757934</a>
Athletics—3:00-4:30 pm.....	<a href="https://cccconfer.zoom.us/j/91218474119">https://cccconfer.zoom.us/j/91218474119</a>
Automotive, Construction, & Design Technology—1:00-2:00 pm .....	<a href="https://cccconfer.zoom.us/j/94537850255">https://cccconfer.zoom.us/j/94537850255</a>
Arts, Media, & Entertainment—1:00-1:45pm .....	<a href="https://cccconfer.zoom.us/j/94612532563">https://cccconfer.zoom.us/j/94612532563</a>
Business & Computer Science—1:00 pm.....	<a href="https://cccconfer.zoom.us/j/98239939076?pwd=aGFQRGh2d25LZDJlcUJZY0x3bCtPZz09">https://cccconfer.zoom.us/j/98239939076?pwd=aGFQRGh2d25LZDJlcUJZY0x3bCtPZz09</a>
English & Language Studies—1:00 pm.....	<a href="https://cccconfer.zoom.us/j/94760086452">https://cccconfer.zoom.us/j/94760086452</a>
Science, Mathematics & Engineering—1:00-2:00 pm.....	<a href="https://cccconfer.zoom.us/j/96245283411">https://cccconfer.zoom.us/j/96245283411</a>
Social & Behavioral Sciences—1:00-3:00 pm.....	<a href="https://cccconfer.zoom.us/j/95252288558">https://cccconfer.zoom.us/j/95252288558</a>
Library—1:00 pm .....	<a href="https://cccconfer.zoom.us/j/95419497903">https://cccconfer.zoom.us/j/95419497903</a>

*Counseling is either participating in their assigned CACs or meeting with students. No separate area meeting.*

# FLEX INFORMATION

## Flex Updates for 2020-21

This March, as a result of COVID-19, faculty had to quickly move their classes online. This required individual professional development at an unprecedented pace and volume. In response, the Los Rios College Federation of Teachers and the Los Rios Community College District have agreed to adjust Flex obligations for the 2020-21 academic year:

- Classroom faculty, both part-time and full-time, may apply up to of 12 hours of Flex across their Fall 2020, Spring 2021, and Fall 2021 Flex reports.
- Workshops, webinars and other professional development activities attended during the summer can be applied to Fall 2020 Flex.
- Full-time classroom faculty are still required to attend each semester's Convocation.

## What is Flex?

The word Flex is derived from the term "FLEXible Calendar," a phrase coined by the State of California to describe the process and guidelines by which the community colleges establish their academic calendars. Community colleges can add up to 15 days of professional development activities each year to the time needed to meet required contact hours for classes. No college has scheduled 15 extra days in their calendar for professional development, and a recent survey indicates that the average is approximately five days per year.

The Thursday and Friday prior to the start of instruction are designed as Flex Days and are a contractually compensated part of the academic calendar. The professional development activities scheduled on these days are open to all employees and provide opportunities for full- and part-time faculty to fulfill their instructional improvement (Flex) obligation. The Flex obligation for part-time/overload instructors, which is noted on the Tentative Course Schedule (TCS), equals the number of instructional hours that would have been scheduled if instruction had occurred on the two Flex Days. All full-time faculty are required to attend Friday's activities in the fall and spring semesters, which include convocation, lunch, departmental and area meetings, as part of their 24 hour annual Flex obligation.

## Do I have a Flex obligation?

*All full-time faculty* have a Flex obligation. Each faculty member has a minimum obligation of 12 hours per semester; 24 hours per academic year. Attendance at the Friday events (convocation and area meetings) is mandatory and accounts for six hours each semester. Conferences and other activities during the semester can fulfill the other six hours of obligation per semester. This 24 hour-obligation must be completed within the academic year, July 1 to June 30. In addition, full-semester overload classes held on Thursdays or Fridays may generate an additional Flex obligation equaling the total number of hours taught on both of those days. This obligation is noted on your TCS. Overload Flex obligation must be completed during the semester in which payment is received.

# FLEX INFORMATION

Non-classroom faculty do not have to attend flex activities. Non-classroom faculty are encouraged to attend Flex activities and count these toward college service. Please note that non-classroom faculty may have a Flex obligation if they teach overload, which will be noted on the TCS for that overload assignment. Convocation is not mandatory for non-classroom faculty, but attendance is highly encouraged if possible.

Adjunct (part-time) faculty have an obligation based on the number of hours taught in a full-semester class on Thursdays and/or Fridays each semester. During a semester, if an adjunct doesn't teach on Thursdays and/or Fridays, then there is no obligation for that semester. Flex obligation is noted on your TCS and must be completed during the semester in which payment is received.

## **What counts as an individual Flex activity?**

An individual professional development activity is an activity that addresses an instructional improvement need and cannot be accomplished within normal working times. It should be above and beyond normal duties and responsibilities as outlined in board policy and collective bargaining agreements. Faculty may not receive credit for activities taking place during their regularly scheduled work hours.

## **An appropriate individual professional development activity should**

- Occur during weekends or holidays, or otherwise outside normal working times.
- Be something that is normally not done because it is too difficult to get people together, find the time, or find the equipment.
- Address some critical assignment-related need such as updated subject matter, new teaching methods, major revision of classroom materials, major curriculum review, new matriculation or retention strategies development, articulation with other departments on campus or with transfer institutions, or organizational development needs.
- Foster professional growth through participation in conferences, seminars, workshops, research, publishing, or in advising students or faculty.

## **An individual professional development activity should not**

- Require being excused from class, office hours, etc.
- Be a repeat of an activity regularly scheduled during the normal work week, such as department meetings.
- Include any part of routine day-to-day activities, such as paper grading, term paper reading, test construction, participation in interview or standing committees, textbook examination, or preparation of lecture notes.
- Be anything for which remuneration could be received.

# FLEX INFORMATION

## How do I record my Flex obligation?

Flex reporting for CRC is an online process. You can enter your Flex hours any time during the semester. Go to the College's Center for Professional Development's website at: <https://employees.crc.losrios.edu/collegewide/professional-development/flex>. If you are full-time faculty and have an absence during Convocation, an absence report should be turned in to your dean. Flex reporting must be completed one week before the end of each semester. Failure to complete your Flex obligation will result in a loss of pay at the end of the appropriate semester.

## What happens if I do not complete my Flex obligation?

1. **Full-time faculty** must report their required convocation day activities each semester. Individual activities should be reported during the semester in which they occur, but need to be accounted for by the end of the academic year. Failure to complete required hours will result in a loss of pay.
2. **Adjunct faculty** not able to fulfill their Flex obligation receive a Loss of Pay absence report at the end of the semester equivalent to the number of lecture and/or lab hours they would normally teach in a full-semester class on a Thursday and/or Friday.

## If I miss all or a portion of the Convocation day, how is my absence calculated (full-time faculty only)?

All full time faculty (except counselors scheduled to meet with students that day) are required to attend all activities scheduled on the day of convocation. Full-time faculty absences will be calculated by multiplying the total number of hours missed for the day by .7116. The .7116 multiplier represents the 4.27 hours of a "regular" faculty day used for attendance purposes divided by the six hour Flex day obligation. As a result, a full-time faculty member missing the entire day would report 4.27 hours on their absence report. *Note: If an absence form is not submitted or not approved you will receive a loss of pay.*

***If you have questions about what activities qualify for Flex credit, please contact the Office of Equity, Institutional Effectiveness, and Innovation at CRC-IE@crc.losrios.edu. You may also contact Lisa Dominguez Abraham, Professional Development Coordinator at abraham@CRC.losrios.edu.***



**Los Rios Community College District  
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