

GEMQ

3:00pm – 5:00pm April 24, 2023

Via Zoom:

<https://rccd-edu.zoom.us/j/84661182159?pwd=RERRMjI0S2hTRU5LM1pLRDVTNjdhZz09>

	Members	Liaisons/Admin./Staff/Guests
x	Casandra Greene, Academic Affairs	Malika Bratton
X	<i>Wendy McEwen, I.E.</i>	
	Wendy McKeen, Chemistry	
	<i>ASRCC student</i>	
x	<i>Jennifer Bielman, Business Services</i>	
x	John Byun, <i>Fine and Performing Arts</i>	
	James Cheney, Physics	
X	Jennifer Corr, Business	
x	<i>Kris Flowers, Outreach</i>	
x	<i>Joanie Gibbons-Anderson</i>	
X	<i>Bryn Glover, I.E. Grants</i>	
	<i>Branden Hansen, A&R</i>	
x	Rebecca Kessler, <i>CTE, Cosmetology</i>	
x	<i>Tommy Korn, World Language, ASL</i>	
	Michael Love, Counseling	
x	Stephanie Lowry, <i>Nursing</i>	
	Louie McCarthy, <i>I.T.</i>	
	Brandon Owashi, Institutional Research	
x	Virginia White, Life Science	

1. Call to order – 3:04pm
2. Approval of Agenda - M/S/C V. White/J. Gibbons-Anderson
3. Approval of Minutes (March 2023) V. White/J. Gibbons-Anderson 3 abstentions
 - Correction to the third bullet under new business
4. Share Equity Best Practices and Suggestions for Improvement
 - There are redesigned hiring screening sheets to focus on equity. Several prompts, scored rubric, teaching experience, but particular equity related scoring prompts that the candidate has to address. Easier to compare applications.
 - Brandon and Ajene are recruiting for EMLI (Equity Minded Learning Institute) for managers, classified, faculty.
 - This is a good opportunity to face issues you might be uncomfortable with, deep discussions, allows you to see how beneficial equity truly is.
5. Old Business
 - a. DEIC
 - i. Student Equity Committee has not yet met to discuss

- Discussions and recommendations were made last month. Did not present as a formal proposal, just suggestions that GEMQ has made to the committee. Will meet and review DEIC and SESC proposal and collect feedback.

b. Spring 2023 Report Card – shared for first read

- i.** No update (yet)
 - Hoping to post soon, it will be a visual one page report. There has been a lot of conversation, our peers are doing the same, how to share data that is manageable and user friendly. In the meantime, it can be used for accreditation.
 - Social justice committee in school of nursing shared a book “keeping engaged”. Gave students perspective, strategies for starting out classes, feeling trusted, really worthwhile discussion.
 - STEM faculty learning community discussion on how we structure our classes, how we approach equity in general, will discuss the event that happened on campus and what can we do to support our students. 2nd year focus will be how we treat each other and how can we be flexible with each other, show grace to each other. Challenges in the last few years with labs, how can we best serve our students.
 - First 20 minutes of Communications department meeting is focused on equity.

6. New Business

a. Program Review process updates

- i.** Department to Dean feedback idea
 - Committee met talked about doing a better job improving communication between departments and deans. All dean PR and plans will be sent to the department chairs because that is one of the gaps. This prompts the deans to be done. Some departments have emailed recently for help with Nuventive.
 - PR committee facilitates helping departments do program review.
 - What process or rubric do the deans follow? What is in place for the deans? Nothing in place each dean does something different. There is a process and checklist for the deans in Nuventive. The idea is that the dean uses the departments program reviews to create the plan.
 - Departments send the PR to the deans. Department chairs have conversation with the deans, then all the Deans get together and discuss. This is when joint initiatives are discussed. The VP plans are what actually get presented.
 - GEMQ can make a recommendation as to the process.

- Ongoing discussion on the dean’s process for program review.

ii. Prioritization “closing the loop”

- There is a resource allocation letter. After the LC’s meet and make recommendation, the letter goes to the President. Listing the initiatives and faculty prioritization. Dr. Carter sends response and provides information on what has been funded and what hasn’t. Challenge is we don’t know if something has been completely done. Tried creating a sheet asking these questions. Didn’t get the feedback from the deans.
- Suggestion to have a point of contact included in the letter so they can contact someone to

check and see what is funded.

- Wendy has tried to go back and see if things have been funded but has not been successful.

➤ Ongoing discussion on the process of funding initiatives.

7. Committee Reports (as time allows)

a. ASRCC (representative)

b. Student Equity (representative)

c. Guided Pathways (representative)

- Courtney Carter sent an email, revitalizing the guided pathways group, meeting on May 5th to discuss how are we moving forward.

d. Program Review Committee (Virginia White)

- Working on report outs on where departments are at completing things.

e. Assessment Committee (Wendy McEwen)

- Good conversations about equity assessments, engage students, different ways to craft assignments, grade assignments. Assessed first GE/SLO on critical thinking. Shared with curriculum co-chairs, brought it forward to the district. Easier to assess going forward.

f. Report from EPOC (Wendy McKeen/Casandra Greene) – no meeting because of spring break

g. Methods and Metrics (Brandon Owashi) – no report

h. Governance Committee (representative) – no report

8. Open Forum

9. Adjourn - 3:56pm