



Shasta College

Faculty Excellence Committee

Wednesday, September 3rd, 2025

2:00pm – 3:30pm

Room 264

MINUTES

MISSION STATEMENT

The mission of the Shasta College Faculty Excellence Committee is to promote, improve, and sustain the professional growth of faculty for the benefit of students and in order to assist the College in meeting its goals.

Committee Members Present					
<input checked="" type="checkbox"/>	Valerie Ambrose (co-chair)	<input checked="" type="checkbox"/>	Will Breitbach (co-chair)	<input checked="" type="checkbox"/>	Bex Davis
<input type="checkbox"/>	Divan Fard	<input checked="" type="checkbox"/>	Ramón Tello	<input checked="" type="checkbox"/>	Jennifer McCandless
<input checked="" type="checkbox"/>	Sonia Randhawa	<input checked="" type="checkbox"/>	Wade Stewart		
<input type="checkbox"/>	Kate Ashbey	<input type="checkbox"/>	Kele Fitzhugh		
<input type="checkbox"/>	Kari Aranbul	<input checked="" type="checkbox"/>	Megan Bonnin		

1. Call to Order 2:02 PM
2. Approval of Minutes: 05/07/25. Wade motioned to approve and Sonia seconded. Ramón abstains.
3. Informational Items
 - a) None.
5. Discussion/Action Items
 - a) Institutional Effectiveness Partnership –
Will reported that work has begun on a competency-based PD (CBE), and the faculty development plan, starting with a needs assessment in collaboration with the Research office. For the CBE part, faculty who already meet competencies can submit for evidence and earn credit/recognition. The idea is that faculty can get credit for FLEX, PT Pay, or ESD for participation.

A third project, professional development travel, already has a streamlined process to fund as many requests as possible fully. The goal is to fully fund as many requests as possible, and all participants will be compensated. Funds will also support piloting PT pay for completed PD hours.

Discussion points included:

- HR is on board with CBE for ESD.
 - Frank encouraged making PD asynchronous to maximize participation.
 - Valerie recommended both automated reminders and staff outreach for the PD assessment; Wade noted faculty may miss emails. Ramón suggested requests come from Will or Yanna for visibility.
 - Ramón also noted upcoming ESD changes will benefit faculty.
- b) Welcome Back Day Feedback –
Will reported that participants liked the round tables and suggested holding them all in one room next time. The 50-minute session length was also favored, and overall feedback was very positive with few negative comments. Jen noted that item #5 on the feedback document was particularly insightful, while Bex shared that HR is open to incorporating additional training into future schedules. Megan appreciated the greater focus on faculty-led presentations rather than external keynote speakers, which have been harder to tailor to the community. Wade added that it can be difficult to connect with someone unfamiliar.
 - c) Spring Welcome Back Day –
Planning must be finalized by December 3 to allow time for accommodation, which was a challenge at the last WBD, not everyone could be included. Will stressed the importance of this deadline and suggested designating one room with distance-learning capability to support faculty unable to attend in person. Jen recommended offering a full day Zoom session so remote faculty could also present. Will expressed hesitation about deviating from the format suggested by HR but will investigate it. Ramón cautioned that Zoom options might encourage faculty to retreat to their offices, while Wade emphasized the value of having a designated room to keep participants together.

Will said he will work with HR on accommodations. Currently, faculty who miss flex day can complete hours from the flex menu, and the morning session will also be shown in the theatre. Jen suggested setting aside time for discipline groups to meet, though the group noted this could be difficult for smaller departments. Wade proposed that Jen lead her own math session to draw colleagues together, while Bex suggested an optional department or area meeting at the end of the day.

- a. Subgroup formation – Valerie asked for volunteers to form a subgroup. Bex and Wade agreed to help, while Sonia wanted to but had scheduling conflicts. Will volunteered himself, Bex, and Mariah.
- b. Theme – Will said that people are expecting a theme, even though establishing a team is not a long-standing tradition. There's sort of an expectation for a theme now.

The group discussed reintroducing a theme for WBD, since participants now expect one. Will suggested "teaching and learning," tying it to feedback from the last WBD, while Sonia recalled the value of the post-COVID "community" theme. Jen proposed "professional craftsmanship," and Wade suggested letting the subgroup refine the theme, with the first task focused on teaching. Ramón and Will raised the idea of defining what "excellence" looks like in a teaching-focused college, with more faculty showcases. Ramón enjoyed presenting in Fall 2024 but noted some faculty hesitate to showcase sensitive topics. Suggestions included inviting Dr. Ambrose back, highlighting Communities of Practice (CoPs), and possibly holding a teaching and learning symposium. Jen emphasized sharing CoP outcomes in new formats, such as panels or roundtables, which Bex supported. Around six CoPs are planned for fall with 50–60 participants. While CoPs inspire faculty, Jen noted their community-building aspect is hard to capture briefly. Valerie suggested Jen lead a CoP panel, and Bex proposed reserving a regular schedule slot to institutionalize CoPs.

The group discussed featuring retiring faculty after the president's address. Sonia suggested they share reflections, while Wade proposed comparing their early experiences at Shasta College to the present. Bex recommended creating a freestanding "last lecture" series, possibly open to the community.

- d) Annual Report to Senate for 2024-25 – Valerie submitted the annual report to the Senate. Ramón said that the peer led presentations was missing for spring and fall. Will and Valerie will include this when presenting the report to Senate.
6. Other – No action may be taken on discussions under the "other" agenda items.
 7. Opportunity for public comment- This portion of the meeting is reserved for people desiring to address the committee on any matter not on the agenda. No action will be taken under this agenda item. Speakers are limited to three minutes.
 - a. Bex noted that faculty travel is no longer routed through PDC, an announcement will be sent clarifying funding applications and changes, which now cover more than just travel. Discussion has been made to include supporting Executive Assistant professional

development with both funding and ideas, and the PDC committee has been fostering cross-department connections, helping 20 managers meet to break down silos.

8. Next Meeting: Wednesday, November 5th, 2025

9. Adjourn: 3:04 PM