



Shasta College

Faculty Excellence Committee

March 4th, 2026

2:00pm – 3:30pm

Room 264

MISSION STATEMENT

Shasta-Tehama-Trinity Joint Community College District empowers students and strengthens the diverse communities we serve. As a teaching-centered institution, we are committed to student success in the classroom and beyond. We strive to foster a sense of belonging and ensure that every student, regardless of background, has the resources they need to thrive. Through quality instruction and compassionate support, we offer career-oriented programs and transfer degrees to prepare students for meaningful professions and active engagement with our communities.

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 checked="" type="checkbox"/>	Sonia Randhawa	<input checked="" type="checkbox"/>	Ramón Tello	<input checked="" type="checkbox"/>	Jennifer McCandless
<input type="checkbox"/>	Wade Stewart	<input checked="" type="checkbox"/>	Kele Fitzhugh	<input type="checkbox"/>	Megan Bonnin

1. Call to Order 2:08 PM
2. Approval of Minutes: 02/04/26. Jennifer motioned to approve and Valerie seconded. Motion carried unanimously with one abstention from Kele.
3. Reports:
 - a) Faculty Needs Assessment Report – November 2025
 - a. This report contained information regarding the work that the IEPI workgroup completed during the Fall semester. Surveys were conducted as well as in-person feedback sessions. Generally, people feel satisfied with the Professional Development they have been receiving. There were suggestions for monthly emails or some type of reminder to keep

everyone in the loop. Topics like Canvas, discipline knowledge, and AI were top interests among faculty. According to the data, the opportunity for stipends and flex payment were leading motivators when it came to faculty completing PD.

b) PEAK Cohort Outcome Assessment

- a. A study was conducted by taking PEAK cohort groups and looking in aggregate at pre and post success and retention data. The sample size was small but there was an obvious shift in the right direction regarding success and retention. Jennifer mentioned data coaching and shared that the Research office is a great resource for guidance on interpreting disproportionate impact data.

3. Informational Items

- a) None.

5. Discussion/Action Items

a) Flex Menu

This version of the flex menu is a draft of a concept for the FEC to review and provide feedback. Some components were recommended based on IEPI-related conversations. A key was also added to the top of the document to help clarify “credit” type. Some items collapsed into a single line due to similarities. This resulted in 14 categories on the menu. It’s important to note that nothing has been taken off the original flex menu; items were either shortened or combined. Will asked the group to review the document and provide feedback for discussion at the next meeting. Edits were recommended by the group regarding formatting and clarifying ACUE and @One hours. It was also recommended to sort Part-Time faculty only items.

b) IEPI PD Workgroup Recommendations

Will plans to work with VPI Mike Mari regarding further improvements for instructional faculty PD requests. The integration of PD reporting and compensation into a single platform will be explored. There is a section from the workgroup about recommendations about the FEC adopting its guiding principles. If added, it was recommended to add these to the FEC bylaws. The group agreed to put these items in the bylaws to review.

c) Welcome Back Day Planning

- a. Budget for the year –

Around \$8,400 is available for the next fiscal year. Last year, stipends and benefits cost around \$6,400 overall. There has been an increase in expenses due to the new roundtable format. The 8k budget combined with our food budget results in around \$10-11k total. The foundation typically pays for breakfast, and the faculty association pays for lunch.

b. Roundtable – Fall or Spring?

It was discussed how roundtables, while beneficial and well attended, are using a large amount of WBD funding. Limiting roundtables to once a year could free up WBD funds. Less preparation goes into roundtables since they are in a condensed format, so it was recommended to adjust the stipend for preparation to 1hr which can also free up some funding. The group agreed that there should at least be a limit placed on how many presenters there are for a single round table topic. This limit will be included on the call for proposals form that will be sent out to faculty.

Discussions began about potential topics and sessions. Individualized data dashboard session, Cassie to collaborate with Kellie from Basic Needs (these were the two topics from research), Scott asked to show new curriculum management system - Universal design – Title 5 stuff, AI Ambassadors, Robert Bowman and justice impacted youth (STEP-UP). The group was open to adding these sessions.

Ramón asked about a possible session regarding new strategies for 8-week courses. Jennifer shared that at a meeting she attended recently there was someone from COS that presented about AI. She asked if we should include this presenter since they know statewide AI information.

Sonia asked for time after the president's address for counselors to re-introduce themselves, talk about their work, different interest areas, educational planning, etc. The importance of faculty and counselor connections was discussed and the group agreed to include around 20-30 min for counselors after the president's address. It was also recommended to have a counselor session later in the day for faculty who might have questions after their brief morning presentation. Other sessions were discussed. The group wants to include the same Campus safety session that was provided last year. They also would like Trinity Brooks to present on Mental Health and other topics like stress management, and burnout.

Bex updated the group about accommodations. The hyflex rooms were a success, and we will be seeing more of this format for future WBD days.

Based on the potential sessions discussed above, the group is leaning toward a new theme for the fall 2026 welcome back day, "Supporting Instructors".

d) Annual Planning and Faculty PD –

A source of funding of around \$50k next year for CoPs or PEAK will be confirmed soon. An ask will be in the annual plan for \$100k. Ramón inquired about the 200k funding the college received and asked if we can utilize these funds. Valerie also asked if this funding could be used for software for reporting or a website that can serve as a front page for PD and other faculty items.

- e) Homework for next time –
Will to send a chapter from a book titled *More Essential Than Ever* to the FEC committee that specifically talks about instruction and helping students understand purpose.
- 6. Other – None.
- 7. Opportunity for public comment – There were no public comments.
- 8. Next Meeting: April 1st, 2026
- 9. Adjourn: 3:24 PM