**Staff Development/FLEX Committee Meeting**

**Wednesday, April 1st, 2020**

**Present via Zoom** – Katie O’Brien, Teresa Martinez, Sable Cantus, Jose Arroyo, Kathy Gomez, Ruthie Retana, Brenda Harlow, Michaela Brehm

**Minute Approval –** The minutes of the March 4th, 2020 meeting will be approved once the campus opens.

**Equity/Guided Pathways Update –**

* The $1000 grant that was given to conduct Faculty interviews has been pushed back to next academic year per Dr. Reyes. Gisela Spieler-Persad has asked Dr. Reyes to reconsider this postponement. The committee agrees to extend the funding for next year if necessary.

**Spring/Summer Grants –**

Discussion took place on whether we should move forward with our usual spring/summer grants given the current Pandemic crisis. It was agreed to review and fund any appropriate grants that are submitted, and to use leftover monies to support faculty stipends for Online Teaching Certification.

**Spring Professional Developments Events Update –**

* “**How not to get Hacked”** workshop facilitated by Dana Arazi and Sable Cantus will be taking place via Zoom. Sable will create a Googledocs form for faulty to sign in for to get FLEX credit.
* **Growth Mindset Workshop –** 
  + Katie met with Barbara Salazar and Miguel Powers to discuss the originally scheduled May 1st on campus session. Miguel Powers is willing to do two hour and half webinars on “Growth Mindset in a Rapid Remote Environment” take place on Friday, April 10th, from 1:00pm – 2:30pm and Tuesday, April 14th, 2020, 2:30pm – 4:00pm
  + Miguel Powers is also willing to do offer the originally planned full day workshop on Growth Mindset on August 11th if circumstances allow.
* **SanFACC Mentor Program** – Rio Hondo was supposed to host the closing ceremony on May 9th, 2020 that will take place virtually for whoever would like to participate. The program will be on hiatus next year. It is the intent to offer this opportunity again in 2021-2022 and discussions are underway for a potential regional Leadership Summit to kick off recruitment.
* **Reflection and Renewal Retreat Cancelled** – Sheila and Katie created a R&R canvas shelf to house a “Reflection forum” where anyone is welcomed to contribute to a conversation about reflection materials such as poems, music, stories, that will be sent out on a weekly basis. All staff, managers, and faculty will be welcome to participate.
* **Neuroscience On Course Workshop –** Postponed until further notice.

**Other –**

* Katie sent a two-page summary on the funding history and duties of the Staff Development/FLEX office to Dr. Reyes, Chris Hawkins, and Dr. Ramirez in preparation of a March 18th meeting which was cancelled due to the Pandemic crisis. She has not heard a response back as of yet. Ruthie recommends that she try to get a meeting with Dr. Reyes. Teresa has been informed by HR that here position will be going back to 47.5% starting July 1st, 2020 and Katie’s position will be going 15% release time.
* Michaela mentioned that the college will be getting 6.2 million in relief funds.
* CSEA PD Day – No update at this time.
* The New Faculty Success Seminar April session will be held remotely.
* MCC will be moving forward with a proposal on using Strength Quest Assessments. Michaela will be putting the proposal together soon.
* The Staff Development Committee recommended that the Leadership Academy move forward next year with a new cohort as strong leadership is important to foster now more than ever. It was also suggested that a session be added on “Leading through a Crisis.”
* Katie put a call to Dr. Ramirez, HR, and payroll to see if we can extend the FLEX Reporting deadline. There has been no response as of yet.
* Katie has asked 4CSD state leaders in inquire if the Title V regulation that prohibits carrying over FLEX hours from spring to fall might be relaxed due to the Covid-19 crisis.
* Katie met with Laura Ramirez, Juana Mora, and Lydia Gonzalez on FLEX day planning for the fall semester. Laura said that we should still focus on Guided Pathways and Equity, maybe have a potential theme “Staying the Path during a Crisis.” Laura also said that it is very important that CSEA be fully integrated into FLEX Day and offer workshops geared specifically for CSEA. Finally, the possibility that FLEX may need to be fully or partially virtual was also discussed.

This meeting adjourned at 3:30pm, with the next meeting to take place on Wednesday, April 15th, 2020.