College of the Siskiyous
2010-2011 Academic Year
Regular FLEX/Staff Development Committee Meeting #4
January 21, 2011
Boardroom

Minutes

Attending: Marlys Cordoba, Vickie Donaldson, Robert Frost, Roberto Mazariegos, Tom Powers, Tony Osa, Patrice Thatcher-Stephens

⇒ Review and Score Proposals and Evaluations

The committee reviewed and approved 2 Proposals for FLEX Credit only and 2 Proposals for FLEX credit and funding less than $100.00. The committee reviewed and approved 4 Proposals for both FLEX and Staff Development with no funding and 1 Proposal for both FLEX and Staff Development with requested funding.

The committee reviewed and approved the Analyses of 15 FLEX activities which had been previously approved by the committee for credit only. The committee reviewed and approved the Analyses of 2 FLEX Analyses for FLEX credit and funding less than $100.00.

The committee discussed a resubmission of an Analysis of both FLEX and Professional Development Activity with a request for funding, approving the funding and FLEX credit as activities “not in one’s primary assignment”.

In regard to the above activity approved as “not in one’s primary assignment” the committee discussed faculty concern that any activity which directly, or peripherally, adds to expertise in instruction be approved for FLEX credit or FLEX/Professional Development funding. The committee considered this perspective, and acknowledges the view that virtually any activity which benefits an instructor will ultimately benefit his or her students. In light of the legal guidelines for both the categories for FLEX/Staff Development Activities (see below) and FLEX credit and funding outside the area of primary assignment.

State law (Education Code sections 87150-87154) requires that all Flex/Staff Development activities fit within one of the following nine categories. See more details and examples on the Grant Applications page.

1. Improvement of teaching activities.
2. Maintenance of current academic and technical skills.
3. In-service training for vocational education and employment preparation programs.
4. Retraining to meet institutional needs.
5. Intersegmental exchange programs.
6. Development of innovation in instructional and administrative techniques and program effectiveness.
7. Computer and technology proficiency programs.
8. Courses in training which implement affirmative action and upward mobility.
9. Other authorized activities in support of the above, including, but not limited to, self esteem and wellness.
Educational Master Plan concerns re FLEX/Staff Development
The committee briefly discussed topics affecting FLEX and Professional Development activities which have come to light during work on the Educational Master Plan. These include:

Classified Vs. Faculty-the apparent disparity between opportunities for faculty and activities available for classified employees

Personal Vs. Professorial-the above mentioned faculty concern that personal growth activities, in fact, support faculty self esteem, wellness and the ability to best serve students.

Activities and Surveys-the perception that required and college sponsored FLEX and Staff Development activities may be less than relevant and/or do not reflect the interests of the faculty.

Process for Tracking Activities cited in Assessment
The committee discussed a process through which activities and content cited in faculty Assessment of their completed FLEX/Professional Development activities maybe tracked and made available to colleagues. This included recognition that, while some activities are, indeed, appropriate for broad based sharing, others are much more discipline specific.

Review Budget
As of January 21, 2011, the total FLEX funding remaining is $2273.00 and the total Staff Development funding available is $1479.00
Discussion included consideration of combining FLEX/Staff Development funds in to one inclusive source.

Proposed reduction in the number of FLEX Days
The committee revisited the proposal from Fall 2010 in regard to decreasing the number of individual FLEX days. This proposal is still waiting to be taken to the Academic Senate and is currently with the Senate Executive Committee.

Valerie /BSI/Title III representation
The committee received notice from Valerie Roberts the nonvoting BSI/Title III representative on the committee that because of time constraints she will not regularly attend our meetings, but will be copied on communications and will be available for consultation when BSI/Title III funding seems appropriate.

Welcome back and thanks to Tom Powers for volunteering to be the HPER representative on the FLEX committee!

Submitted by Patrice Thatcher-Stephens