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Student Success Committee
October 5, 2017
2:30-4:00
GE-311

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Present: Miguel Alvarez, Lucile Beatty, Jason Berner, Karl Debro (Chair), Dennis Franco, Brandy Gibson, Andrew Kuo, Carla Matute, Joel Nickelson-Shanks, Mayra Padilla, Mikaela Pollard, Agustin Palacios, Ashley Patterson, Andrea Phillips, Kelly Ramos, Rick Ramos, MaryKate Rossi, Shelley Ruby, Randy Watkins

The meeting was called to order at 2:35.

The agenda was approved.

The minutes from September 7 were approved.

Karl, Jason, and Cile reported on the CUE Institute: Equity in Hiring. The general focus of the institute was on how colleges could work within current legal structures (e.g., Prop 209) in order to close opportunity gaps in hiring. The institute's breakout sessions offered strategies for colleges to look at various aspects of their human resources' procedures in order to identify places where they were adopting a "deficit" framework and how to replace these with equity-minded practices. Data was presented showing how the racial/ethnic breakdown of staff, faculty, and management was reflective (or, more accurately, not reflective) of the student body. CCC attendees are preparing a presentation to the president's office to discuss ways that the college can implement some of the practices described.

Karl shared a video from an AVID conference: Prof. Damon Scott, accounting professor, speaking on his development as a teacher. Karl expressed the necessity of creating an environment where faculty will "embrace" the idea of "learning how to teach." One major challenge is getting faculty collectively to buy into the idea that all teachers need to learn these strategies.

Miguel reported on the Santa Ana Partnership (Promise grant) and the similarly-focused Richmond Promise grant. Some elements of the Richmond Promise include fee waivers, a First-Year Experience (Library Studies, English, Math, and an IGETC course), early college commitment. We are trying to get a local CSU and UC to offer guaranteed enrollment to students who complete the Promise program. UC Davis might partner with us. The Promise team is seeking faculty member(s) to join the advisory body.

Mayra and Dennis spoke about the need for college staff (e.g., counselors) to be "intrusive" in working with students. At any point in their CCC career, students will need certain supports. We need to be intentional and not wait for the students to come to us for help. The Student Success Committee could be a place to introduce and develop ideas and plans. As the college develops guided pathways, it's important to remember that the pathway is not JUST courses—it also involves student support.

Karl shared some Tableau data. When we examine the data, we see certain patterns. Overall success rates are disappointing across ethnic/racial groups; however, African-American students are consistently

at the bottom of success measures. It is crucial for the college to have a discussion as to why we are failing our African-American students and identify strategies to better serve this population. It was asked whether service to this community could be part of a faculty evaluation. This would need to be something discussed with the faculty union, and would probably need to be brought to the union by other faculty.

Meeting was adjourned at 4:00

--Jason Berner, 10/13/17