

Academic Senate Recommendation Re: Guided Pathways Faculty Co-Lead 2020-21

Presented to the Academic Senate by the AS Executive Committee

December 5, 2019

This recommendation includes the following documentation:

1. Guided Pathways Faculty Co-Lead Proposal: Transitional Leadership and Planning
2. GP Faculty Co-Lead Proposed Evaluation Criteria
3. GP Faculty Co-Lead Updated Evaluation Criteria
4. Findings
5. Academic Senate Executive Committee Recommendation re: Guided Pathways Faculty Co-Leadership

1. Guided Pathways Faculty Co-Lead Proposal: Transitional Leadership and Planning

Approved by Academic Senate September 20, 2018

This faculty position will be a co-lead with the Dean and Staff Member for Guided Pathways and will work with the college to implement Guided Pathways at MPC. The Dean, staff member, and selected faculty will work together across all campus components and constituencies to develop a plan and leadership structure. The faculty member will receive 15 units release time for the Spring 2019 semester, with an understanding that load, level of work and responsibility, and fit will be reviewed by an Academic Senate subgroup, in conjunction with Administrative and Staff leads, near the end of the Spring semester.

Examples of Duties

- Initiates and encourages conversations that lead to MPC's vision of what Guided Pathways will mean for the college
- Oversees the development of the Guided Pathways implementation plan.
- Writes Guided Pathways portions of the Accreditation Self-Evaluation.
- Assists in reviewing and/or revising the budget associated with Guided Pathways.
- Accountable for tracking and documenting progress of Guided Pathways implementation.
- Responsible as the central information and communication source for Guided Pathways activities.
- Coordinates needed information and documentation to implement Guided Pathways.
- Attends appropriate external meetings and institutes.

Qualifications

- Understands and demonstrates commitment to Guided Pathways.
- Works across various components of the college (divisions, programs, groups, etc.).
- Has knowledge of the college structure.
- Understands the participatory governance process.
- Member of MPC faculty

2. GP Faculty Co-Lead Proposed Evaluation Criteria

Approved by Academic Senate April 4, 2019

1. GP Faculty Co-Lead Position Evaluation (to include the following):
 - a. A summary of how the faculty co-lead has fulfilled the obligations as stipulated in the GP Faculty Co-Lead job description
 - b. A summary of the GP team's current activities and progress made toward GP goals
 - c. A summary of plans/activities for the coming academic year (2019-2020)
 - d. An evaluation of the appropriateness of 15 TLU reassign time, with a consideration of the coming year's plans/activities
2. Brief Evaluations from the GP Administrative Co-Lead and GP Classified Co-Lead (to include the following):
 - a. An evaluation of the load, level of work, and fit of the position
3. Additional Input from other GP Stakeholders:
 - a. Administration
 - b. Team Leads
4. A review of GP Leadership Structures at other CCs

3. GP Faculty Co-Lead Updated Evaluation Criteria

Reviewed and accepted by the Academic Senate Executive Committee October 2019

After considering the criteria previously established by the Academic Senate and consulting with MPCTA, the Executive Committee made the following revisions:

1. Guided Pathways Faculty Co-Lead Request for Feedback from Jeannie Kim-McPherson
 - a. Please provide a brief summary of how the role of GP Faculty Co-Lead meets the duties and qualifications as originally stipulated in the GP Faculty Co-Lead job description (see above). For example, are there duties/qualifications that do not seem appropriate given the role's current activities and obligations? Or, are there duties/qualifications that should be added to the description given the role's current activities and obligations?
 - b. Please provide a brief summary or documentation of the GP teams' previous plans/activities and progress made toward GP goals (2018-19).
 - c. Please provide a brief summary or documentation of GP teams' plans/activities for the coming academic year (2019-20).
 - d. Please provide a brief assessment of the appropriateness of 15 TLU reassign time, in consideration of GP current efforts and future plans.
2. At the recommendation of MPCTA, the Senate Executive Committee opted not to solicit feedback from Guided Pathways Co-Leads or other GP stakeholders in the circumstance that feedback solicited might be interpreted in any way as evaluative in nature, thereby circumventing our existing faculty evaluation processes.
3. A review of GP Leadership Structures at other CCs

4. Findings

Reviewed and accepted by the Academic Senate Executive Committee November 2019

Guided Pathways Faculty Co-Lead Request for Feedback from Jeannie Kim-McPherson

- Jeannie Kim-McPherson's full report can be viewed [here](#).
- Jeannie Kim-McPherson's Summative Evaluation: "As 2020-2021 will represent year 4 of a 5-year initiative, I anticipate that the full reassignment would still be appropriate. In fact, Senate may wish to consider if, perhaps, an additional number of TLUs may be needed to allow reassign time for a second full-time faculty (partial or full reassignment), particularly from Counseling. As we're projecting out for an initiative that is unprecedented, it's challenging to make a prediction that is wholly accurate. However, pilot colleges have noted that the investment in people has accounted for some of the greatest 'successes' or 'strengths' of GP progress."

A review of GP Leadership Structures at other CCs: The Executive Committee solicited information from other community colleges using the Guided Pathways listserv. Responses, though limited, demonstrate that GP leadership at other community colleges varies, and that MPC is in line with other colleges' Guided Pathways structures:

- Fresno City College Guided Pathways Faculty Coordinator: 1 year (2018-19) with 100% reassign. From the respondent: "Although not official, I foresee one more year at full reassign, and 50% for the years following until we are fully implemented. Because we are large, our GP funding allowed us to support this position."
- Golden West College has a Guided Pathways/Dual Enrollment Faculty Liaison for a two-year term from Fall 2018 - Spring 2020. They are also hiring a Project Director for Guided Pathways and Dual Enrollment who may or may not be a faculty member.
- Cabrillo College: The faculty leader of GP has 100% reassigned time for 3 years, while the dean of GP is 80%.

5. Academic Senate Executive Committee Recommendation re: Guided Pathways Faculty Co-Leadership

Reviewed and accepted by the Academic Senate Executive Committee November 2019

The Academic Senate Executive Committee recommends the following actions for the 2020-21 academic year:

1. 15 TLUs (full reassign time) for Jeannie Kim-McPherson to continue in her role as the Guided Pathways faculty co-lead for 2020-21.
 - Jeannie Kim has been recommended to continue in this role in order to build on the positive progress made toward Guided Pathways efforts and to maintain some faculty continuity within the GP leadership structure (especially as new faculty come aboard). Moreover, Jeannie has already been approved by the Academic Senate, she desires to continue in this role, and her schedule for the next academic year permits.

2. A minimum of 7.5 TLUs (1/2 reassign time) for a counselor to act as an additional faculty co-lead for Guided Pathways, starting in Spring 2020 and continuing through 2020-21.
 - Depending upon counselor availability, Guided Pathways funding, and GP leadership team priorities and recommendations, the Senate approves up to 15 TLUs (full reassign time) for the counselor co-lead.
 - The counselor serving in this capacity should be approved by the Academic Senate, unless the AS wishes to grant approval rights to the Senate President over the winter recess. Approving the Counseling Co-Lead over the winter recess would allow the new appointee time to meet with GP leads and start work on GP planning.