

**General Education Committee
Special Meeting
June 17, 2020
Minutes**

Present: Cynthia Pengilly, Teri Walker, Michael Braunstein, Tim Hargrave, Becky Pearson, A.I. Ross, Joshua Buchanan, Carey Gazis, Karisa Terry, Victoria Glangan, M. O'Brien, Judy Beard, Jessica Thompson, Bernadette Jungblut, Gail Mackin, Mike Gimlin, Kathryn Martell, Greg Lyman, Arturo Torres, and Megan McConnell.

Absent: Maura Valentino

Guest(s): Kande Cleary, Bobby Cummings, Masonya Bennett

Meeting was called to order at 2:00 p.m.

This meeting was prompted by Dr. Cleary's email about racial equity.

Bobby Cummings indicated she has reached out to faculty about creating courses. ABS 110 and 210 are currently in the General Education program. There are also courses from AIS and LLAS courses in the program. There are four ABS 184 sub-topics. However, currently CAH only schedules one ABS sub-topic per year due to budget constraints. Bobby also indicated they don't have enough faculty to teach these courses.

Gail indicated the PBAC is reviewing alternative budget models. If approved, the student credit hours (SCH) will follow the instructor instead of the prefix. This will help some of the issues with teaching interdisciplinary courses.

Kande indicated that students can leave the institution without taking an interdisciplinary course or exposure to any "ism". Teri stated that we can do assessment not just on diversity and inclusion, but also around "what we have/do right now, and what we then can build on"; we should not look at it as a piecemeal thing.

Tim asked why we have a Social Justice pathway that students can choose or not choose, when we want to ensure all students come away with content in it?

Cynthia indicated that other institutions require a multi-cultural course. The designation was tied to the instructor and not the course. Kande indicated Central is the only institution in Washington that does not require a diversity course.

Bobby asked if this is something we can do in the 184. However, this would not work for transfers. Other institutions have put together a transfer course around this as well.

Michel cautioned against addressing outcomes and faculty development around this without consultation with faculty of color input.

A.I. indicated that race and racism isn't just something addressed in social justice. It needs to be done within all of our GE courses. Faculty development is needed around this to give faculty the tools on how

to teach and respond to racism. Kande indicated she is working with Cody Stoddard on putting faculty development together around this.

Gail mentioned that the Provost has indicated would like to give a boost to social justice groups. The Center for Teaching Excellence could be a place for safe conversations.

Bobby noted that it's become that we're all comfortable, in a way, getting angry when it comes to talking about race – even talking about talking about race.

A.I. noted that these issues come up in her classes all the time, and she asks students to try to “converse in good faith, even if you can't be receptive to a perspective”

Bobby indicated we need to have the opportunities for faculty to discuss and learn to deal with these issues in their classrooms.

Bobby suggested that there needs to be workload around some of this. Kande has been working with faculty of color around retention strategies.

It was suggested that Faculty Senate might have a committee work on this. Teri indicated a proposal should be sent to Faculty Senate develop this committee. Kande indicated that she had taken a proposal to the Faculty Senate Executive Committee earlier this year.

There are several ways to go: a structured faculty development opportunity/certification process to be ready to teach a mandated course; a community-based, grassroots, faculty learning community structure (listserv to online meetings, etc.).

Kande mentioned faculty retention strategies, and integrating scholarship and teaching.

Currently there is not a Faculty Senate committee on diversity and inclusivity; Cynthia and Michel did propose one, and Kande reported that she believes that Faculty Senate is interested, probably within this year.

Kathryn noted that she'll be in an Executive Committee meeting right after this, so if she could know about when it was proposed she could help unearth it. Kande estimated it was proposed in winter – before it became likely to perceive these issues as urgent.

Michel noted that it would be important to build on that proposal, and ensure it is not piecemeal, but comprehensive.

Teri suggested getting to “two lists”: what we want for faculty and what we want for students, with outcomes.

Mike Gimlin stated that we can have a blanket substitution process, where a new x98 courses would fulfill a given Knowledge Area and Pathway but not a specific course.

He will custom route these new course proposals between his step and Curriculum Committee, so that we see them to evaluate fit for specific Knowledge Area and Pathway. It was noted we will have to have the two-week faculty community viewing window.

Bobby, Masonya, and Cynthia will receive the proposals from ABS affiliate faculty and we'll try together for a July deadline for submitting any proposals.

Michael Braunstein asked about number of seats that might happen in these classes, is it a drop in the bucket, and how do we make sure we utilize this window to ensure more than this happens.

Masonya mentioned that the ABS course are taken primarily by students of color.

Masonya and Bobby suggested perhaps a certificate. Teri suggested with strands or themes, etc

Cynthia mentioned learning communities; students might take their AWI, their PNW, and one other together. When signed up for one, they're signed up for all, and thus become a connected community, sharing readings, etc. They get three requirements at the same time.

Karisa noted that this can become a way for Pathway Coordinators to work together;

Masonya mentioned that the World Language and Cultures had a cultural competency certificate approved.

Bernadette built on that another was being worked on for ANTH and is on hold right now, but may be coming forward next year.

A.I. suggested to reach out to chairs to ask about how faculty are placing content into their courses, and what support they need.

Cynthia suggested Kandee and Gail should be the source of support, with a list of resources, so that people don't rely on the faculty of color.

Josh suggested that courses that don't carry specific prefixes that would lead students to know they'll deal with racial content – such as PSYCH or GEOG – may need support or may be doing it, and we should know that.

Michel suggested that we might be able to help faculty call out and distill something important from a course, might help students become advocates for content to become more broadly integrated into courses.

Talked about a reconvening in July, sometime after July 11. Bernadette indicated she will meet with the Provost to discuss if there are ways to provide some financial support around this work.

Bernadette noted that we've been asked strongly by NWCCU to address equity gaps.

Masonya suggested adding Marwa Ghazali to the discussion.

Becky will put together another meeting for Monday, July 20 from 2:00 – 4:00 p.m.

Meeting was adjourned at 4:30 p.m.