

Dec 2022 Town Hall Meeting for Faculty & Staff

12/7/2022

Land Acknowledgment

On behalf of the Seattle College, we acknowledge that we occupy the traditional ancestral lands of the Coast Salish peoples, specifically the Duwamish Tribe—a people that are still here, continuing to honor and bring to light their ancient heritage.

Without them/us, we would not have access to this gathering, dialogue and learning space.

We ask that we take this opportunity to thank the original caretakers of this land who are still here.

Labor Acknowledgement

Today in this Present Moment, we honor the survival, the adaptations, the forced assimilation, and the resilience and creativity of Native peoples – past, present, and future.

We encourage participants to consider their responsibilities to the people and land, both here and elsewhere, and to stand in solidarity with Native, Indigenous, and First Nations People, and their sovereignty, cultural heritage, and lives.

We recognize that enslaved and indentured peoples were forced into unpaid and underpaid labor in the construction of this country, state and city.

To the people who contributed this immeasurable work and their descendants, we acknowledge our/their indelible mark on the space in which we gather today.

It is our collective responsibility to critically interrogate these histories, to repair harm, and to honor, protect, and sustain this land.

Overview

- Workforce Programs Sustainability Update
- Guided Pathways Update
- Highlight: Discover Seattle Colleges
- Highlight: NSF Grant with the Library: Co-Designing for Trust
- CCC+ Update
- Winter Enrollment
- Winter Hours for Student Services
- New Hires
- Kudos

Workforce Programs Sustainability- Update

- **Spring 2022**

- Seattle Central announced that four workforce programs would be considered for closure due to budget constraints at the college.
- After further investigation, discussion and community feedback, **closure decisions were paused while further solutions for sustainable funding were pursued.**

- **Summer 2022**

- **Representative Vandana Slatter (48th District), Chair of the House College & Workforce Development Committee**, initiated a Workforce Development Program Sustainability Task Force.
- The group was charged with looking at the issues of sustainable funding for workforce programs at Seattle Central College and community colleges statewide.
- Taskforce co-chaired by **Representative Frank Chopp (43rd district)** and **Louise Chernin, Chair of Seattle Colleges Board of Trustees.**
- Taskforce brings together members of the **state legislature and state board for community and technical colleges, business and industry, philanthropic support, students and program graduates, and college employees** to find long-term solutions.
- Initial meeting in July 2022 to focus on **4 programs at Seattle Central as a case study** for workforce programs that have unique program costs, more than tuition and state allocation revenues can provide.

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Workforce Programs Sustainability- Update



Seattle Maritime
Academy:
\$700K deficit annually



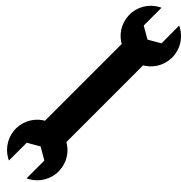
Apparel Design and
Development:
\$50K deficit annually



Wood Technology
Center:
\$850K deficit annually



Seattle Culinary
Academy:
\$900K deficit annually



Unique equipment needs



Facility and specialized staffing needs



Hands-on instruction in non-
traditional classroom
environments



These kinds of programs cannot solve their funding issues through increased enrollment or entrepreneurial activities alone.

Workforce Programs Sustainability- Update

- Three-Legged Stool
 - Chancellor Rosie Rimando-Chareunsap shared her vision of what she calls the ‘three-legged stool’:
 - a model of mutual collaboration and support that can sustain workforce education in the state in a longer term, sustainable way.
 - Legislative and policy support
 - Business, industry, and philanthropic support
 - Program review and redesign at the college

Workforce Programs Sustainability- Update

- **Fall 2022**
 - Hosted a series of site visits at each program in September 2022. Between 30-50 individuals attended each site visit. Questions for discussion at those visits included:
 - *What ideas do you have for how the College can engage with the community and recruit students with an emphasis to increase diversity, equity, and inclusion?*
 - *What connections can or resources can you or your company/organization provide to this program?*
 - *What legislative or policy changes do you think would be helpful to better sustain this program going forward?*
 - *What could the College or the program be doing that they currently are not?*

Workforce Programs Sustainability- Update

- Takeaways:
 - **Legislative and Policy**
 - **Need for additional funding for workforce education** to reflect higher costs than other kinds of community and technical college education (transfer, basic skills)
 - Explore additional ways to authenticate programs as **'High Demand'** to unlock additional **state funding opportunities**
 - Incentivize additional **full-time faculty positions** where needed
 - Explore ways to credit students for taking industry based-positions/job placement
 - **Business and Industry**
 - Develop internship, externship, and work-placed learning **models to keep students in school while working**
 - Participate on program **Technical Advisory Committees**, including having TAC members provide industry mentorship for students
 - **Funding for student scholarship and program specific needs**
 - **Support for outreach, recruiting, internship, and employment opportunities, especially for BIPOC populations**

Workforce Programs Sustainability- Update

- Takeaways:
 - **College/Program Review and Redesign**
 - Short, mid, and long-term business plans for each program
 - Shorter programs, with ladders in and out of industry
 - Increased schedule flexibility:
evening/weekend/online/hybrid
 - Increasing continuing education/ lifelong learning options
 - *Time for 2-3 questions*

Guided Pathways: Subplans are coming!

NEW Did you know you can narrow down what you're studying even further? Now, in addition to declaring a degree (such as an Associate of Arts degree or Associate of Science Track 1 or 2 degree), you can also declare your concentration or "subplan", e.g. Psychology or Biology. Right now, this is only for students earning a transfer degree and it won't show up on your transcript, but will help your advisor and faculty ensure you're getting the support and classes that best serve you. Make an appointment or drop-in to advising today to declare your concentration!

Guided Pathways: Area of Study Videos

Areas of Study

Areas of Study are a great way to explore the program pathways offered at Seattle Central College. Click any of the areas below to explore further and find the right program for you.



To view a complete list of programs offered by Seattle Colleges, visit the [Seattle Colleges website](#).



Arts, Design, and Graphics



Business and Accounting



Culinary, Hospitality, and Wine



Education and Human Services



Health and Medical



Science, Technology, Engineering, and Math (STEM)



Skilled Trades and Technical Training



Social Science, Humanities, and Language

[Area of Study Videos](#)

Discover Seattle Colleges

Fall 2022

October: Launch planning meetings

November/December: Recruit faculty/staff

Winter 2023

January: Recruit faculty/staff

February: Discover faculty training

February 27th – March 2nd: Discover Virtual Series
5:30pm-6:30pm

March 6-9th: Discover Open Houses
3-6pm

[New AOS Overview Video](#)

[Discover Breakout Session Example](#)

Contact:

Rachel.Andre@seattlecolleges.edu or Barbara.Childs@seattlecolleges.edu

Discover Seattle Colleges: Virtual Sessions

Date	Areas of Study
Monday, February 27 th 5:30-6:30pm	Health & Medical Education & Human Services
Tuesday, February 28 th 5:30-6:30pm	Business & Accounting Science, Technology, Engineering & Math
Wednesday, March 1 st 5:30-6:30pm	Culinary, Hospitality & Wine Skilled Trades & Technical Training Apprenticeship*
Thursday, March 2 nd 5:30-6:30pm	Arts, Design & Graphics Social Sciences, Humanities & Languages

Discover Seattle Colleges: Open Houses

Date	Location
Monday, March 6 th 3-6pm	Health Education Center Georgetown*
Tuesday, March 7 th 3-6pm	North Seattle College
Wednesday, March 8 th 3-6pm	Seattle Central College
Thursday, March 9 th 3-6pm	South Seattle College

Discover Seattle Colleges

Chris Maund
Erik Fadiman
Rebecca Johnson
Scott Moy
Bliss Holloway
Craig Hetherington
Daniel Mikios
Edwynna Ho
Melissa Martinez
Daudi Abe
Gina Nakamura
Toya Moore
Tracy Cook
Gadise Geleta (student!)
Lydia Adira
Shaan Shahabuddin
David Quintero



CO-DESIGNING FOR TRUST GRANT

OR

BUILDING INTERVENTIONS FOR MISINFORMATION AND DISINFORMATION

- SCC Team: Chris Webb, Katy Dichter, Alyssa Jocson Porter, Kelle Rose, Allison Reibel, Althea Lazzaro, Dave Ellenwood, Krystle Balhan, Lynn Kanne
- With: Black Brilliance Research, UW, UT Austin and community groups like Heal The Healers
- What we'll be doing at SCC: holding participatory design workshops and building curriculum about misinformation, disinformation, and antiracist methods for building healthier information environments.

Proposal: Adopt a Common Percentage-to-GPA Conversion Chart

CCC+ presenters, Fall 2022
Helena Ribeiro, Erin Steinke

Introductions: Who are we?

We are members of the Equity in Grading working group in Central's Curriculum Coordinating Council (known as CCC+).

What is the Curriculum Coordinating Council (CCC+)?

A representative body that gives voice to faculty

Works to resolve curriculum-related issues by researching and proposing policy recommendations to the VPI office

An overview of the conversion chart issue

- Central does not have a common chart translating percentage points into GPA (ex. 85% = 3.0 GPA)
- Currently, we use a wide variety of charts
- At focus group listening sessions, students expressed frustration with, and being harmed by, this inconsistency
- Faculty have also raised concerns

"There needs to be uniformity in grade scales. I understand that people want to have individuality, but it's not right that I have to get a 90% for a 4.0 in one class, and a 97% in another." (sample student feedback) from listening sessions during Winter and Spring 2021)

It is not our intention to limit faculty assessment choices, guide faculty grading philosophy, or impede academic freedom.

CBA: 6.9 Academic Freedom and Faculty Rights, pgs. 40-41 (relevant selections):

"Academic freedom implies not only the unconditional freedom of discussion in the classroom, but also the absence of restriction upon the faculty's teaching method...No suspicion concerning either the judgment or the goodwill of the faculty should find any place in our administrative regulations or customary procedures.

B. Academic Freedoms and Faculty Rights:

Classroom Freedom: No restraints other than those required by the nature of the curriculum shall be placed on academic employees regarding the content of their teaching or conduct of their classes...

Freedom of Petition and Silence: Individual academic employees and organizations shall not be denied the right to state or refuse to state their views before any legislative, administrative or faculty body..."

Timeline of our work

Fall 2020

- Discussed approach, researched grading practices, strategies for engaging students, faculty, admin

Winter 2021

- Sourced conversion charts currently in use, gathered feedback from student focus groups

Spring 2021

- Gathered faculty input at series of listening sessions

Fall 2021

- Used faculty feedback to narrow conversion chart options, gathered feedback from deans and CCC+

Winter 2022

- Gathered feedback from Advising and Diane Coleman, drafted language regarding Alternative Grades

Spring 2022

- Presented findings to CCC+, voted on moving forward and conversion chart options for faculty vote

Impact

We see this as an equity issue and will recommend to the VPI office that we adopt a common percentage to GPA conversion chart.

Faculty who use "ungrading" or other alternative assessment practices which do not use points or percentages may choose to just use our common Transcript Legend.

Two conversion chart options

Option 1: Most used by Central faculty, correlates to UW ([link](#))

Option 2: Most used by STEM-B faculty at Central, more flexible ([link](#))

Important note:

- Students will still be able to request alternative grades such as W, NC, and I
- For more information on alternative grades and grade replacement, please check out [our guide](#)

Next steps

1. Email sent Monday with link to vote! (Must be signed into Seattle Colleges account to access the Microsoft Form.)
2. Voting open Monday Dec. 5 – Friday Dec. 9
 1. Results will be shared with all faculty
 2. CCC+ will recommend to the VPI that the preferred conversion chart be adopted

Have questions or need support?

- Your CCC+ representative is here for you as you weigh the choices. Reach out to:

Conversion Chart work group:

- Scott Mahoney, Helena Ribeiro, Erin Steinke, Emily Castillo, Julie Randall, Sanja Kadrić

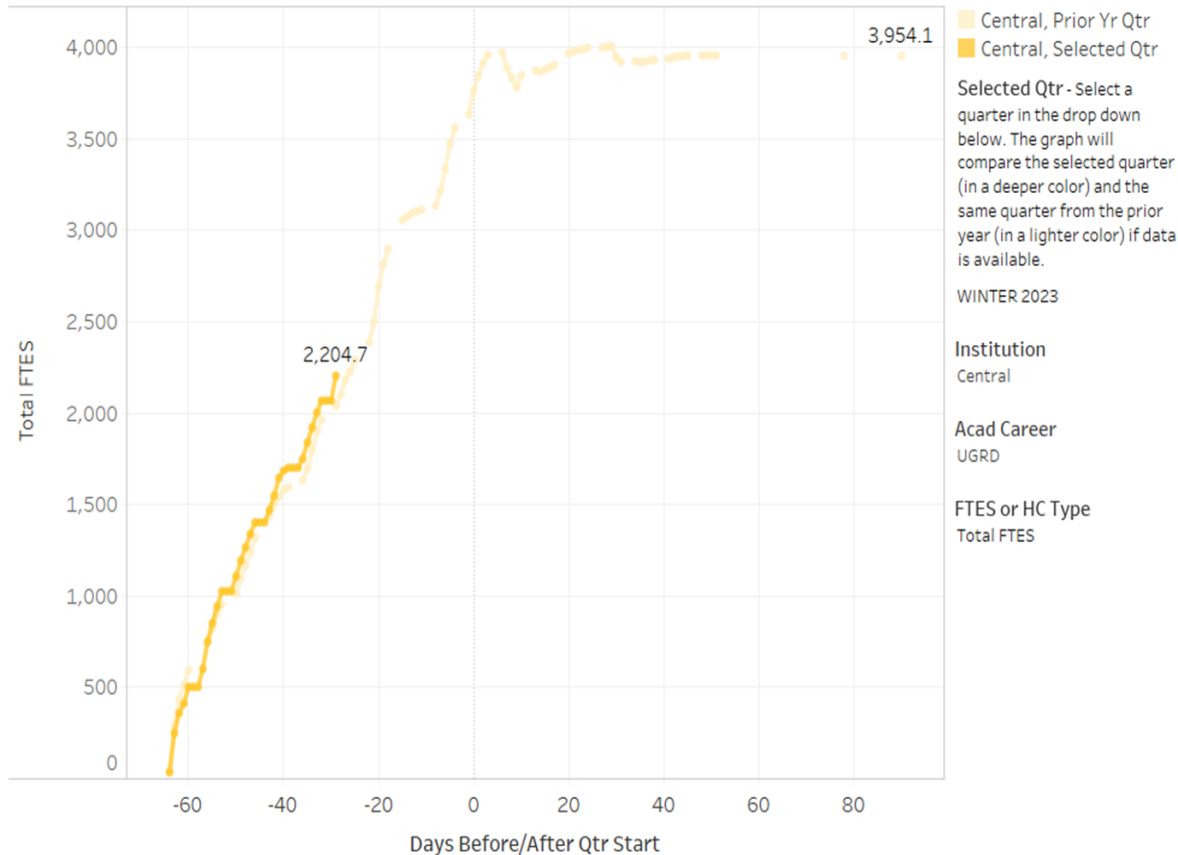
Other CCC+ reps:

- Joshua Whorley, Sharon Spence-Wilcox, Lynn Kanne, Alyssa Jocson Porter, Elaine Ong, Marina Halverson, Colleen Comidy

Winter Enrollment

Compare Same Quarter from Prior Year: Quarterly FTES & Headcount by Quarter Start Date

Source: CS_CTC_FTES_SUMMARY_OLD, vCAREER_FTE_SUMMARY, PS_TERM_TBL, YRQ-ctcLinkTERM



A note about Headcount (HC): data collection on this element started in Aug 2022 as part of the daily snapshot, so it won't be available for any quarters before summer/fall 2022.

A note about winter/spring/summer 2022: data was not recorded between Feb-Aug 2022, so there is a gap in observations here.

Winter 2023 Enrollment (FTES)		Update: 12/5/2022
	Winter 2023	
	FTE	
Total	2,205	
State	1,715	
International	184	
RS	227	
Comparison Data		
	Winter 2022 (29 days before Qtr Starts)	
	FTE	% Diff
Total	2,038	8%
State	1,619	6%
International	190	-3%
RS	185	23%
	Winter 2022 (end)	
	FTE	% Diff
Total	3,954	-44%
State	3,018	-43%
International	332	-44%
RS	423	-46%
	Fall 2022 (end)	
	FTE	% Diff
Total	4,341	-49%
State	3,296	-48%
International	328	-44%
RS	440	-48%



Winter 2023 Student Services Hours of Operation

- **Now until Dec. 23:** In-person services offered from 9:00am-3:00pm, Monday through Thursday with limited virtual services for Admissions, Advising, Financial Aid, and Registration on Tuesday until 6:30pm
- **Dec. 27 to Jan. 6 (Tues.-Fri.):** In-person services daily from 9am-3pm, no limited virtual services will be offered
- **Jan. 9 to June 30:** in-person services offered from 9:00am-3:00pm, Monday through Thursday with limited virtual services for Admissions, Advising, Financial Aid, and Registration on Tuesdays until 6:30pm

New Staff, New Roles

- Amaris Penaloza Rayo, Student Success Specialist, TRIO
- Viv Cai, Navigator, EDI
- Elizabeth Azutillo, Nursing Full-time Faculty
- Leah Millman, Nursing Full-time Faculty
- Rhonda Watt, Program Specialist 3, STEM + Business
- Dr. Pat Russell, Executive Dean for Healthcare and Human Services

Kudos

- Kudos to Tona Khau and Casey Lawrence, new facilities leadership getting up to speed very quickly.
- Kudos to all facilities and maintenance staff for getting the campus ready for the start of inclement winter weather.
- Kudos to Security staff to keeping us safe and welcoming us at the front of the BE building each day.
- Kudos to Seattle Culinary Academy for providing us with delicious refreshments at our Holiday Party after our Town Hall!

Thank You

- Q & A
- This is being recorded and will be available on News Center as soon as it is processed.
- If you are on campus, join us for the Holiday Party at One World right after this!