

Minutes
 Department of Communication Studies and Foreign Languages
 Fernando Mayoral, Chair
 Friday, February 12, 2021 at 9:00 a.m.
 Via Zoom

	Present	Absent	Excused		Present	Absent	Excused
<u>Guests</u>				<u>Adjunct Faculty</u>			
Dr. Deborah Teed	x			James Acton	x		
Keith Martin	x			Cindy Enslen	x		
				Bobby MacPhail	x		
				Carol Roark	x		
				Norm Toback	x		
<u>Faculty</u>				Jack Pause	x		
Fernando Mayoral	x						
Alessandro Cesarano	x						
Ann Eastman	x						
Evan Johnson	x						
William Kelvin	x						
Dan Maguire	x						
Katharine O'Conner	x						
Katie Paschall	x						
Dani Peterson	x						
Jennifer Summary	x						
Jamie Votraw	x						

I. Call to Order:

Chair Fernando Mayoral called the meeting to order at 9:05 a.m.

II. Approval of Minutes:

Prof. Dani Peterson moved to approve the minutes; Dr. Alessandro Cesarano seconded.

**III. Guest: Dr. Deborah Teed, Dean of Arts, Humanities and Social Sciences
 Prof. Keith Martin, Director of Academic Advising**

- a. Dr. Teed presented the upcoming guided pathways initiative, a college-wide effort.
- b. Prof. Keith Martin shared the PowerPoint presentation.
- c. Dr. Teed provided an introduction to the pathways plan. The guided pathways model creates a highly structured approach to student success that provides all students with a set of clear course-taking patterns that promotes better enrollment decisions and prepare students for future success. It is about

what can students do with an AA degree. In particular, Dr. Teed wanted to focus the attention on what students can do with Arts and Design, as well as, Humanities, Communication & Global Studies degrees. For example, with an AA in communication, students can transfer to a 4-year university and keep studying communication, mass-media, or public relations etc. She pointed out that this list on the presentation is not complete. Dr. Teed also wanted to talk about the Social and Behavioral studies & Human Services degrees. For instance, for those students who want to be psychologists, this initiative will help them understand what they need to do to have the appropriate credentials to transfer successfully.

- d. Prof. Martin added that the goal is to add any major to the list included in the PowerPoint presentation. This initiative is going to provide the students a “place to be” and will help them to explore different options. Prof. Dani Peterson asked a question about whether this plan is available on the college webpage. Dr. Teed answered that it is not yet available, since the college need the faculty input and since it is still a work in progress in the beginning stage. This is similar to what other colleges across the country have done.
- e. Dr. Teed provided the rationale behind this initiative “why do students need pathways” explaining the following reasons:
 - U.S. Education assumes equity whereas post-secondary education favors a white, middle-class student’s interests and abilities.
 - We offer a serve-it-yourself cafeteria-style model that assumes students know how to work through a system that actually requires insider knowledge to succeed.
 - Equity in education: not all students have “cultural” and “social” capital to succeed in College.
 - Results in exclusion of some groups from educational opportunities.
 - Pathways “wrap-around” approach provides broad support for students not only through the Pathway itself but the services we include.
 - Pathways allow onboarding the student throughout their experience.
- f. Dr. Teed also discussed the counter arguments:
 - Isn’t college a meritocracy where the strong and smart succeed, and the weak, unmotivated, or underprepared don’t?
 - Isn’t “free choice” the cornerstone of American higher education?
 - Won’t we sacrifice quality when we move to guided pathways?
 - Won’t we lose the heart of a liberal arts education when we make students’ journey more structured?
- g. Prof. Martin pointed out that the guided pathways initiative integrates support services in ways that make it easier for students to get the help they need during every step of their community college experience.
- h. Dr. Teed further explained how pathways provide “equity”. Pathways:
 - Establish clear roadmaps to students’ end goals that include articulated learning outcomes and direct connections to the requirements for further education and career advancement.
 - Incorporate intake processes that help students clarify goals for college and careers.
 - Embed advising, progress tracking, feedback, and support throughout a student’s educational journey.
 - Offer on-ramps to programs of study designed to facilitate access for students with developmental education needs.
- i. Prof. Martin discussed the benefits of implementing guided pathways. Through implementation of pathways, we have the possibility to improve the student experience and important metrics such as:
 - retention and graduation rates including reducing time to graduation

- reducing the number of excess credits students take
 - improving job placement and transfer rates
 - closing equity gaps
 - guided pathways implementation may also improve course scheduling and sequencing.
- j. Prof. Martin also explained the steps of an ideal educational journey using as analogy “the pathways funnel effect”. In particular, he discussed:
- Exploring areas of interest and selecting a pathway
 - Selecting a particular program at FSW or future transfer program
 - Program mapping
 - Transitioning after FSW
 - Exploration within the pathway will be strongly encouraged, and students will be able to change from one pathway to another at their discretion.
- k. Prof. Martin also explained the step-by-step student experience, from discovering FSW, enrolling at FSW, going through the first semester, the second semester, the third semester, and the final semester. Ideally a student will:
- Visit FSW Academic & Career Pathways Webpage
 - Find 10 overarching career pathways
 - See degrees associated with each pathway
 - See the 2-year education plans for programs in each pathway
 - See related careers and job outlook for pathways
 - Take career assessments,
 - Attend an open house or other recruitment event
 - Discover opportunities to interact with faculty, students, and staff to explore classes and careers by pathway
- l. Next, Dr. Teed discussed how we can help build pathways. She pointed out how to support a culture of equity-building through pathways:
- Find out who our students are and what overall needs they have. In other words, a “culture of care” (ADA, Financial Aid, Counseling, employment, etc.)
 - Assist in programming courses toward career/transfer goals within Pathways.
 - De-mystify our discipline areas with regard to future careers.
 - Develop extra-curricular activities linked to a related pathway.
 - Recruit high school students and counselors/departments from multiple zip codes to participate in our program-related activities.
 - Articulate with other universities through our disciplines to provide appropriate transfer opportunities.
- m. Prof. Martin clarified that FSW is in the process of reorganizing the advising services as well as a new career office to better support the guided pathways.
- n. Dr Teed asked: “What are your ideas about how you can support pathways in your area”? There was not much time left for discussion, and, as a result, Dr. Teed clarified out that the presentation will be shared and if faculty have questions, suggestions, ideas they should not hesitate to send them via email.
- o. Prof. Mayoral pointed out that now faculty have a lot to think about. He suggested to continue with the agenda.

IV. Reports:

- a. Dr. Jennifer Summary, Communication Studies Assessment Coordinator, shared the schedule and the logistics of the Battle of the Buccaneers, the Communication Department's public speaking competition. It will take place on Wednesday, April 7th at 3:30 in the Rush Auditorium/Zoom. Three student speakers, assisted by three student coaches, will compete. There will be three judges as well as audience voting, similar to American Idol or the Voice. There will be food and door prizes for those who attend. The winner will receive an Amazon gift card and a plaque.
- b. Dr. Summary also reminded that the next oral communication professional development day will take place on Friday, February 26 at 1pm. Dr. Joe Van Gaalen will go over the assessment results. She will send a copy of the flyer to all faculty.
- c. Prof. Katie O'Connor discussed the opportunity of offering an 8-weeks mini semester, following the example of what has been done in other colleges.
 - i. Dr. Katie Paschall pointed out that this opportunity already exists.
 - ii. Prof. Daniel Maguire also shared his positive previous experience with teaching mini semester courses.
 - iii. Dr. Carol Roark also shared her experience. She had been teaching mini-session courses for a long time in Charlotte Campus.
- d. Prof. Katie O'Connor also wanted to let all know that in SPC2608 online the E-outline maker has issues and glitches. She will let the faculty know when this issue will get fixed.
- e. Prof. Dani Peterson shared an update from the curriculum committee. There is a new state framework. The Networking System Technology and Security certificates will be affected. The proposal is to add CIS2321 and CTS2142 and, as a result, there is less room for other courses, in particular, the SPC 1017 and/or 2708 requirement. Prof. Dani Peterson also pointed out that there are already 8 AS degree programs without a Speech requirement.
 - i. Dr. Katie Paschall argued that this is not a new problem. It happens all the time. In the past other programs also wanted to remove some speech courses requirements from a curriculum. She suggested to ask to provide assessment data.
 - ii. Prof. Daniel Maguire argued that one of the ways other institutions addressed the issue is to add a communication course for business and professionals, focused on practical skills.
 - iii. Prof. Fernando Mayoral suggested to ask for an impact report of the new proposed program changes to see what damage that will bring to other different courses.
- f. Dr. Bill Kelvin provided a quick update on The Compass, the independent news source for FSW for the students, by the students. They have been publishing online on fswcompass.com every week. They need to get more people involved. To promote the publication, he also wants to explore the possibility of using social media platforms.
- g. Dr. Alessandro Cesarano provided a quick update for the Italian Program. Elementary Italian I online passed the internal review process, and it has been submitted to the external Quality Matters review to get certified. The other news is that he has been added to the pool of FSW Faculty Certified QM Peer Reviewer.

V. Announcements

- a. Prof. Fernando Mayoral reminded everyone of the deadline for both adjunct and full-time faculty. The evaluation form is due February 12, 2021.
- b. Prof. Fernando Mayoral reminded everyone of the State of the College address, on February 12 at 12:00 pm. In the spirit of inclusivity and for the safety of our FSW family, the 2021 State of the College address will

take place virtually this year. FSW administration will provide updates and honor service and merit award winners.

c. Prof. Fernando Mayoral reminded everyone of the nominations for the Campus Life Awards, to submit their name to our colleagues in Student Engagement. The Academic Achievement Award Nominations are due on February 26.

https://fsw.qualtrics.com/jfe/form/SV_3KJScDGgq77vefk

d. Prof. Fernando Mayoral also reminded everyone that this Spring FSW is participating in the Community College Survey of Student Engagement (CCSSE), a national survey focusing on teaching, learning, and retention in community colleges conducted by the Center for Community College Student Engagement. The dates are: Feb 22-March 14, March 22- March 31, 2021.

e. Prof. Fernando Mayoral reminded everyone of the next OBOC discussions to be held on February 15 and 17, 2021.

d. Dr. Jennifer Summary wanted to congratulate our colleague professor Dani Peterson for passing the 5-year review. Everybody congratulated Dani Peterson and she thanked everybody.

f. Prof. Dani Peterson provided a quick update for the French Program. The summer study abroad in France has good enrollment numbers but due to the pandemic is still tentative.

g. Dr. Katie Paschall provided an update. She is going to retire at the end of this Spring semester. She wanted to let all know she loved the department. Everybody congratulated Katie and she thanked everybody.

h. Prof. O'Connor reminded that on March 5 a former student and mentee of Prof. Katie Paschall will be coming to FSW to perform for a professional development event. She will send the flyer.

VI. Adjournment

The meeting adjourned at 10.47 a.m. Dr. Evan Johnson moved to adjourn; Dr. Katie Paschall seconded the motion.

Respectfully submitted,

Alessandro Cesarano

