



Putting the Pieces Together

Tuesday, March 15, 2022

This year's Professional Development Day theme is titled *Putting the Pieces Together*.

As you see from the graphic, there are many core elements which make up this puzzle: Equity, Campus Redesign, Community, Learning, Balance, and most importantly, student's and their academic success. As we know from prior professional development days where we explored each of these "pieces" more in-depth...we know what we need to do. We have all the necessary pieces, but now we need to put them together.

We know that equity and the campus redesign are at the core of making SMC a successful and equitable learning institution for our First Time in College Black and Latinx students. We know that our GPS and Equitizing Gateway Courses program are efforts that will help to transform our institution. Ultimately, we hope that the day's sessions will offer clarity and direction as we continue to challenge ourselves to put these pieces together to better support our students and build a culture of care and sense of belonging for our students and for all us serving them.

Additionally, we also know that COVID and working remotely has had a significant impact on our campus. Some impacts have been extremely positive with our pivot to remote learning and online student support. However, COVID has also had a negative impact on our entire campus, especially for some of our most marginalized racially minoritized students.

It is of even greater urgency that we stay on course to foster a culture of care and sense of belonging as we continue to build a racially equitable and inclusive educational environment with easy-to-navigate pathways for our students to meet their self-defined academic and career goals. Our redesign and equity efforts have been focused on this and we need to stay focused. We are moving in the right direction and we cannot allow ourselves to be taken off course because our students need us to provide them with equitable pathways that lead to success now more than ever.

As we gather together in this virtual professional development day, we hope that the sessions offered will allow all attendees to explore the various pieces in the landscape of equity, inclusion redesign and professional development. What is your piece of the puzzle? How do you make a difference every day for our students? Ultimately, we hope that the day's sessions will offer clarity and direction as we continue to challenge ourselves to put these pieces together to better support our students and each other at Santa Monica College to build our culture of care and sense of belonging for our students and for all us serving them.

Opening Addresses and Morning Schedule

SESSION TIME	TITLE AND DESCRIPTION	LINK
9 -9:30 a.m.	Opening Addresses	
10:45 a.m. - Noon	Point. Of. Views. - Professional and Career Development Pathways	Recording forthcomming
	<i>Concurrent session for classified professionals only</i>	
	Facilitated by Dr. Karen S. Gunn, this interactive session will provide participants with the opportunity to:	
	<ul style="list-style-type: none"> • Receive an update on the work of the Classified Professional Development Committee (CPDC), and current campus planning activities • Learn helpful Tips and Tools for building your Career Development platform • Share your recommendations and interests 	
	This is part of a multi-stage professional development effort, sponsored by the CPDC, focused on Classified staff interests, needs, and priorities. The information provided and your input will assist the CPDC in advocating for and implementing relevant, strategic development opportunities.	
11 a.m. - Noon	Redesigning the SMC Student Experience <i>Concurrent session for faculty, supervisors and administrators</i>	Recording forthcomming

SESSION TIME	TITLE AND DESCRIPTION	LINK
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With the goals of 1) reducing/eliminating our racial equity gaps, 2) reducing the time to completion, and 3) increasing the rate of completion, SMC has built several pieces toward redesigning the SMC student experience. This brief session will identify some those pieces as well as present the vision of bringing some of those pieces together.

Afternoon Workshops

Check out our afternoon sessions

1 - 2 p.m.

TITLE AND DESCRIPTION	LINK
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<p>EGC Equity-to-Action: Student Perspectives and Faculty Practices</p>	<p>Recording forthcomming</p>
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Presenters: Dr. Chanté DeLoach, Faculty in Psychology and Dr. Tyffany Dowd, Counselor in Black Collegians

EGC participants, join us as SMC Black and Latinx student leaders share their authentic experiences inside and outside of the classroom. Following this dynamic student panel, participants will be divided into discipline and areas of interest as select faculty share specific equity-centered practices in the classroom. Come be in community and learn what students need and how to begin putting equity to action!

TITLE AND DESCRIPTION**LINK****Human Trafficking 101**

Presenter: Angie Rodriguez-Watkins & Lauren Garchow The Coalition to Abolish Slavery and Trafficking (CAST), Moderated by Nick Mata, Interim Dean of Special Programs

Santa Monica College faculty and staff are invited to attend this important training. Participants will learn what human trafficking is, how to identify survivors of human trafficking, how to provide services to survivors, and what community resources are available to survivors of human trafficking.

What's New to Support Our Students?

Come hear updates and important information from various campus resources like, Direct Connect, GPS, Bodega/Basic Needs, Student Equity Center, iPark and Bank Mobile. If you don't know what these resources are, come find out more so you can share with your students! The more you know, the better we can support our students!

- **Student Equity Center Update:** Lina Ladyzhenskaya, Dr. Isaac Rodriguez, Thomas Bui
 - **Direct Connect Update:** Silvana Carrion-Palomares, Dr. Tyffany Dowd
 - **Bodega/Basic Needs Update:** Sharlyne Massillon
 - **GPS Update:** Greg Brookins, Lori Williams
 - **Bank Mobile & iPark update:** Gustavo Kalinec
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The Art of Saying Yes

Presenter: Donnell Swanson, Classified Professional, Reprographics Department

TITLE AND DESCRIPTION**LINK**

This workshop will benefit employees with tips on how to find joy in saying YES to customer's questions and refreshing their desire to provide good service.

Basic Principles of Online Teaching

Presenter: Dr. Joelle Adams, Faculty in English

This workshop focuses on the basic principles of effective, equitable online teaching. Participants will review the core concepts of good practice in distance education and have an opportunity to apply the principles to their own classes.

SMC Equity Experiences: Community Share-out from the Racial Equity Leadership Alliance Participants

Presenters: Dr. Jessica Krug and Kristin Ross, Faculty in English and Math

We will share highlights of Dr. Shaun Harper's presentation "Equitable Policy Implementation" to show how AB 705 was designed to solve the problem of remediation but was not intentionally equity-centered. We will then present a Summer Bridge program designed as part of Guided Pathways as an example of an equity-centered program per Dr. Harper's recommendations.

Upward Mobility for Classified Professionals

TITLE AND DESCRIPTION**LINK**

Presenters: Carol Long, Director of Personnel Commission; Karen Monzon, Manager, Personnel Commission; Olga Vazquez, Personnel Commission Analyst and Manager (WOC), Personnel Commission

Session for classified professionals

This will be an interactive workshop focusing on discovering appropriate career paths at SMC, identifying new career goals, and addressing obstacles to upwards mobility. Additionally, this presentation will cover and overview of Personnel Commission Processes that can lead to upward mobility and discuss ways to enhance your performance during the interview and application process

Student Panel on Experiences Taking Online Courses

Presenter: Dr. Steven Sedky, Faculty in Business

Learn from current students as we discuss what helps them succeed in online classes at SMC. This session was originally part of the Online Teaching Winter Institute from January which was put on by the Distance Education team.

Captioning Classes and Canvas Accessibility: Easy Steps Anyone Can Adopt

Presenters: Aaron French and Elena Throckmorton, Center for Student with Disabilities

TITLE AND DESCRIPTION**LINK**

This session will cover captioning 3CMedia/TechConnect, YouTube, transcription. Canvas Accessibility: Rich Content Editor, Structure basics, Headings, Links, Images/alt text, Lists, Font style/size, and the Built-in Vhecker w/PopeTech Instructor Guide

Sexual Harassment Prevention Training for Supervisors (AB 1825)

Recording
forthcomming

Presenter: Linda Subias, HR Analyst- Employee and Labor Relations, Human Resources

This interactive session will cover sexual harassment, unlawful discrimination, abusive conduct, and Title IX. It also addresses emerging issue, and your rights in the workplace. This is a great time to use this opportunity to **fulfill** your legal obligation and to ask questions.

*** This session is for current supervisors, managers, and administrators**

***This is a 2.5 hour long session**

*** A certificate of completion will be sent to you after completing the course**

*** Please note that supervisors, managers and administrators must complete this training every two years. 2021/2022 is the current cycle for Santa Monica College**

***Completing this session successfully complies with training mandated by CA State Law**

2 - 3 p.m.

TITLE AND DESCRIPTION

LINK

Find your way to GPS-Navigating the Gateway to Persistence and Success (GPS) system to connect Students to Resources

Recording
forthcomming

Presenters: Greg Brookins, Business Faculty, and Lori Williams, Counseling Faculty

This session is a brief overview of the GPS features and updates which link students to resources that enhance success.

K.E.V.L.A.R: Keep Every Veteran Learning Adapting Resilient

Presenter: Kevin Benitez, Program Leader, Veterans Success Center, Combat Veteran in United States Army from 2000 – 2005

This session is for faculty and professionals serving our Nation's Veterans who seek to learn about the needs and concerns of military service members, veterans and their families. This is an introduction session to Vet Net Ally seminar that will be offered in Spring 2022.

Increasing Your Career Opportunities & Marketability

Presenter: Jenna Gausman, Faculty in Career Services Center

TITLE AND DESCRIPTION**LINK**

Increasing your career opportunities and marketability begins with learning how to update your resume, cover letter, LinkedIn and how to market yourself. Like all skills, it may take some practice to get used to marketing yourself. This session will go over the basics of increasing your career opportunities and overall marketability in the current jobs market,

Picking up the Pieces: Managing the Trauma of Pandemic-Related Loss

Presenter: Danilo Donoso, PsyD, Psychologist, Center for Wellness & Wellbeing

Center for Wellness & Wellbeing Psychologist Danilo Donoso will discuss pandemic-related trauma and loss, and explore ways that SMC community members can activate the healing process.

New Faculty Workshop: What Balance? Avoiding Work-Life Balance Traps

Presenters: Dr. Amanda L. Sullivan, University of Minnesota Department of Education Psychology and Dr. Miranda Kucera, University of Washington- Tacoma (lead psychologist for Puyallup School District)

TITLE AND DESCRIPTION**LINK**

The Academic Senate's New Faculty Committee is hosting a one-hour interactive workshop on work-life balance as a part of the New Faculty Experience program! All new faculty hires (both full and part-time) are invited to attend this workshop sponsored by the Office of Human Resources. Our guest presenters will describe the institutional and interpersonal realities and challenges that influence academic's professional and personal effectiveness and wellness. Also, common traps that hinder wellness and contribute to marginalization of academics from minoritized backgrounds (e.g., women, individuals from racially minoritized groups) will also be highlighted in this session. New faculty will also have the opportunity to reflect on the meaning of balance for them, share resources and successes, and explore how to build and leverage community to support long-term success and wellbeing.

TITLE AND DESCRIPTION**LINK****Cultivating Wellness, Resilience, Connection and Vision for Work-Life Balance**

Presenters: Senta Greene and Dr. Kathleen Van Antwerp (Co-Executive Directors of Full Circle Consulting Systems, Inc.)

Description: The Academic Senate's New Faculty Committee would like to invite all faculty, classified professionalism, and supervisors to join this one-hour session on work-life balance. This session is sponsored by the Office of Human Resources and will weave together essential knowledge and day-to-day methods for real, practical strategies and actions for wellness, including coping, belonging, holistic and culturally responsive self-care practices. The session will focus on concepts, skills and specific strategies for faculty and staff to explore the impact of stress and restoring energy and maintaining wellness.

Sexual Harassment Prevention Training for Non-Supervisor (SB 1343)

Recording
forthcomming

Presenter: Michael Hudson, Assistant Director of Human Resources (Temporary)

This interactive session will cover sexual harassment, unlawful discrimination, abusive conduct, and Title IX. It also addresses emerging issues, and your rights in the workplace! This is a great time to use this is opportunity to fulfill your legal obligation and to ask questions.

*** This is a 1.5 hour session**

*** You must be present for the whole time to meet your obligation at SMC**

TITLE AND DESCRIPTION**LINK**

*** A certificate of completion will be sent to you after completing the course**

*** Please note that each employee must complete this training every two years. 2021/2022 is the current cycle for Santa Monica College**

***Completing this session successfully complies with training mandated by CA State Law**

First Steps Toward Recovery with Equity: Teaching, Skills and Career Exploration

Presenter: Dr. Cecilia Rios-Aguilar, Professor of Education and Associate Dean of Equity, Diversity, and Inclusion at UCLA's Graduate School of Education and Information Studies (GSEIS)

Dr. Cecilia Rios-Aguilar is Professor of Education and Associate Dean of Equity, Diversity, and Inclusion at UCLA's Graduate School of Education and Information Studies (GSEIS). In this session she speaks to the moment contextualizing how community colleges and our students were impacted by the pandemic and starts a conversation on exploring ways to recover with equity. This session was originally part of the Academic Senate Career Education Winter Retreat hosted in January.

Beyond Exams: Creating Authentic and Effective Assessments

Presenter: Dorna Sakurai, Adjunct Professor of Life Science

TITLE AND DESCRIPTION**LINK**

In this workshop we will review the key features of authentic and effective assessments. We will explore examples of the different types of assessments that can be used in your classes and how to create assessments that fulfill the criteria required in the California Virtual Campus OEI Design Rubric (Sections C1-C4). We will also have a short, hands-on section where participants will design and share examples of authentic assessments.

3 - 4 p.m.

TITLE AND DESCRIPTION**LINK****Baking with Biddle**

Presenter: Dennis Biddle, Assistant Director of Facilities

It is without a doubt: Santa Monica College has a rockstar baker among our ranks! Back by popular demand, Dennis Biddle will take us on a live demo baking session creating one of his favorite treats: BUNDT CAKE

We will also take the time to get to know Dennis and have a casual conversation on how he balances a thriving business, his genuine hobby in baking in addition to his current role at SMC. Join us, bake alongside us or simply tune in on a fascinating conversation with our fantastic classified professional community.

Baking
with
Biddle
Recipe:
Bundt
Cake

Turbo Hour with TurboFit

TITLE AND DESCRIPTION**LINK**

Presenter: Turhan Douglas, SMC Coach and Turbofit App Creator

One of SMC's own amazing coaches, Turhan Douglas, has provided all members of the SMC community access to the TurboFit App! In this session, you will discover what is the TurboFit App, how to promote it to your students and fellow employees, conduct a quick 30-minute fitness session that you can do from the comfort of your own desk and learn more about the importance of posture and ergonomics while working in remote/hybrid environments.

Lighting/Portrait Photography Workshop

Presenter: Ed Mangus, Faculty in Photography Department

Sometimes, the simplest photos are the hardest ones to take. Come learn the tips and tricks necessary for creating compelling portraits. Whether it be staging a professional photo shoot, or on the spot. Learn the basics of choosing the right point of view and taking control/making the best use of your lighting to take a dynamic portrait.

Putting the People Together: The Powerful Partnership between Instructional and Counseling Faculty

Presenters: Erika Knox, Counselor; Sara Nieves-Lucas, Counselor; Sharyn Obsatz, Faculty in Journalism and Media Studies

This workshop aims to help instructional faculty find answers to the questions our students often ask us. It will include a brief presentation on frequently asked questions, with most of the time reserved for audience Q & A.

Faculty Research Roundtable

TITLE AND DESCRIPTION**LINK**

Presenter: Drs. Luis Andrade, Faculty in Media Studies; Vicenta Arrizon Maffris, Faculty in English & Kas Metzler, Faculty in Kinesiology

This session features an all-star SMC faculty roundtable sharing their research and implications for practice. Dr. Andrade's research is focused on the experience of undocumented students during the pandemic, Dr. Arrizon Maffris shares on the importance of diversifying faculty and Dr. Metzler covers community college leadership. This session was originally part of the Academic Senate Career Education Winter Retreat hosted in January 2022.

Putting it All Together with Peer Online Course Review (POCR)

Presenter: Dr. Joelle Adams, Faculty in English and Gary Huff, Faculty in Early Childhood Development

Joelle Adams and Gary Huff join us as we discuss the Peer Online Course Review (POCR) process at SMC and how to stay involved during the review process.

SMC Alumni Panel

Hear from four distinguished SMC alumni that are in different industries and in various stages of their careers. This engaging session shares the impact that each one of us in the SMC community has in supporting our students' in their journeys from college to career. This session was originally part of the Academic Senate Career Education Winter Retreat hosted in January 2022.

General Questions and Guidelines

When is Spring Professional Development Day?

Spring Professional Development Day is Tuesday, March 15, 2022

What time is Spring Professional Development Day?

Spring Professional Development Day will begin at 9 a.m. and end at 4 p.m.

Is Spring Professional Development Day 2022 required for all college personnel?

Yes, Spring Professional Development Day is **required for all college personnel** including our Classified professionals and management.

Is the campus closed on Tuesday, March 15, 2022?

All classified professionals and faculty are **required** to attend Spring Professional Development Day. Only services critical to the health and safety of our campus community will remain open. Classified professionals and management are **required to work from home** that day in order to attend the Spring Professional Development Day on March 15, 2022 from 9 a.m.- 4 p.m.

Is Professional Development Day a virtual or in-person event?

Spring Professional Development Day is a **virtual event**. All sessions offered are conducted through Zoom or pre-recorded sessions.

Classified professionals normally scheduled to work an 8am to 5pm shift, **are required to work remotely** prior to and after Spring Professional Development Day

What if I do not want to attend or cannot attend Spring Professional Development Day?

If you are unable or do not want to attend, you must submit a report of absence (ROA) slip to your supervisor using either vacation or sick time.

Classified Professional FAQ

Since Professional Development Day is virtual, what should I do?

Classified Professionals are required to participate in Spring Professional Development Day.

Since this event is virtual, Classified professionals normally scheduled to work an 8am to 5pm shift, **are required to work remotely** prior to and after Spring Professional Development Day

I would like to attend some portion or all of Spring Professional Development Day. Do I need to notify my supervisor?

Supervisors, managers and administrators are aware Spring Professional Development Day is required for all college personnel. Supervisors should be aware that attendance is required. But it is encouraged that Classified Professionals will continue to work with their supervisors to ensure work and attendance is communicated ahead of time.

Faculty FAQ

Since Professional Development Day is virtual, what should I do?

Since this Spring Professional Development Day is virtual, you may participate from the comfort of your remote environment.

Do I have to attend, Tuesday, March 15, 2022 to receive my professional development credit?

Faculty are required to attend the 6 hours (for full-time Faculty) by attending sessions that fits your schedule or by viewing this webpage to see the recorded sessions two weeks after the event.

What is the process to report my professional development day attendance?

Please report your attendance through mProfessor or through your supervisor/department chair.

Do I have to attend all 6 hours of Professional Development Day or can I attend for only a portion of the day?

You can attend and participate in any session to help fulfill your flex credit obligations. You may also complete your flex credit obligations by viewing the recorded videos which will be up on this webpage shortly after Professional Development Day. All sessions will be recorded for future viewing.

Can I fulfill my professional development day hours by reviewing the pre-recorded or recorded sessions?

Yes, you can complete your required professional development day flex credit obligation by attending live or recorded sessions.

I am a part-time faculty member. What are my flex credit obligations for Professional Development Day?

Part-time faculty members may attend sessions during Professional Development Day to fulfill flex credit obligations.

Flex credit obligations for part-time faculty members vary depending on your current teaching assignment.

- One hour per semester for each weekly hour of teaching assignment.
 - i.e. Teaching 9 hours per week requires 9 hours per semester of flex per semester.
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When Is my professional development day flex hour obligation due in mProfessor?

Faculty have until June 30, 2022 to report their professional development day flex hour obligations.

If you have any questions about Professional Development Day, contact
profdevelopment@smc.edu.