

Belinda C. Lum, Ph.D.  
Department of Sociology  
**Fall 2022 Review: Procedure A**

**I. Recommendation of Previous Review:**

No recommendations were made.

**II: Review Cycle History**

The current review cycle runs from Fall 2018 through Fall 2022. Most of my teaching assignment is Sociology 321: Race, Ethnicity, and Inequality in the US. I have significant reassigned time due to my union responsibilities, as noted in the list below.

- Academic Year: 2018-2019
  - 4 Sections of Sociology 321: Race, Ethnicity, and Inequality in the US
  - 2 Sections of Sociology 300: Introduction to Sociology
  - 1 Section of Sociology 482: Honors Race, Ethnicity, and Inequality in the US
  - 1 Section of Ethnic Studies 300: Introduction to Ethnic Studies
  - .2 reassigned time for LRCFT Dispute Resolution Chair duties
- Academic Year 2019-2020
  - 4 Sections of Sociology 321: Race, Ethnicity, and Inequality in the US
  - 2 Sections of Sociology 300: Introduction to Sociology
  - 1 Section of Sociology 482: Honors Race, Ethnicity, and Inequality in the US
  - .6 re-assigned time for LRCFT Dispute Resolution Chair and Negotiation Team duties
- Academic Year 2020-2021
  - 2 Sections of Sociology 321: Race, Ethnicity, and Inequality in the US
  - 1.6 re-assigned time for LRCFT Chief Negotiator and SCC Campus President duties.
- Academic Year 2021-2022
  - 3 Sections of Sociology 321: Race, Ethnicity, and Inequality in the US
  - 1 Section of Sociology 482: Honors Race, Ethnicity, and Inequality in the US
  - 1.2 re-assigned time for LRCFT SCC Campus President duties
- Fall 2022
  - 2 Sections of Sociology 321: Race, Ethnicity, and Inequality in the US
  - .6 re-assigned time for LRCFT SCC Campus President duties.

**III: Professional Activities**

Over the last four years, I attended numerous professional development flex workshops including but not limited to:

- Understanding the Experiences of Black Students at SCC
- Guided Pathways Workshops
- Reviewing student success data
- Equity related classroom practices
- Culturally Responsive pedagogy.
- Workshops focused on accessibility resources for Canvas.

Other professional activities also include:

- Hiring the Best and Equity Representative training.
- UndocuAlly Lead Trainer
- Presenter for the Faculty Diversity Internship Program and the Staff and Classified Leadership Academy.

Activities related to professional organizations including

- Serving as past-Chair for the American Sociological Association's Section on Labor and Labor Movements.
- Founding member of the California Community College Ethnic Studies Faculty Council
- Current member of the American Sociological Association, the National Association of Ethnic Studies, the Pacific Sociological Association, and the Association of Asian American Studies.
- Conducting UndocuAlly Trainings for California Federation of Teachers and the American Federation of Teachers

#### **IV: Service**

##### A: Department / Division

Service related to the Sociology Department and the Behavioral and Social Science Division includes:

- Serving as the equity representative on full-time and adjunct hiring committees
- Served on hiring committee for the BSS Dean
- Serving on peer review committees for Sociology adjuncts and full-time faculty
- Assisted with setting up the department's Instagram page
- Taught special section of Ethnic Studies 300 class in conjunction with the SCC Puente and UMOJA programs.

##### B: College/District

Service related to the College and District includes:

- Serving as the LRCFT Chief Negotiator and LRCFT SCC President for the past two years
- Participating on the hiring committees for the AVC of Human Resources and in the constituent feedback group at the district level for the AVC or Student Services and AVC of Finance. I also was part of the constituency listening sessions for the SCC VPSS and VPA hires.
- Equity Representative on the Psychology and Librarian Faculty Hiring Committees
- Trainer on Performance Review and other LRCFT/LRCCD contract related items
- Mentor for the SCC Puente Project
- Co-Chair of the SCC Undocumented Student Workgroup
- Member of the LRCCD Undocu-Workgroup
- Member of the SCC Accreditation writing team
- Presenter for SCC New Faculty Academy
- Provided UndocuAlly Training for Faculty for the CCC State Chancellor's Office.

- Presented for LRCCD on equity in our collective bargaining agreement to the California Community College Board of Governors and the Academic Senate for the California Community Colleges
- Founding member of the California Community College Ethnic Studies Faculty Council.

### C: Community

Service related to the community includes:

- Providing UndocuAlly trainings across the state and country to colleges, universities, and labor unions.
- Participating in voter registration drives and get out the vote campaigns
- Advocating at the California Legislature for increases to Basic Needs Funding, COVID related bills, and Family Leave
- Volunteering at basic needs events (for example: food distribution), holiday donations to families in need, and outreach events.
- Served as a member of Alumni Advisory Board for UC Santa Cruz's SOMeCA Office

## **V. Efforts Taken to Stay Current**

### A: Field

As a teacher and interdisciplinary scholar, I stay current in the fields of Sociology and Ethnic Studies –with a specific emphasis on Asian American Studies. I stay updated in a number of ways:

- Serving on book and article award committees where I read recent publications in the field
- Extensively read latest books on race and equity including “How to be an Anti-racist, by Ibram Kendi;” “Professional Troublemaker, by Luvvie Ajayi Jones;” “Minor Feelings: an Asian American Reckoning, by Cathy Park;” and, “We Want to Do More than Survive, by Bettina Love.”
- Attending the conferences of the American Sociological Association, Pacific Sociological Association and the American Studies Association multiple times during the review cycle.

These conferences and reading the latest publications in the field help me diversify the content of my syllabi, and allow me to integrate important, timely materials that reflect the life experiences of my students.

### B: Assignment

In addition to readings, I attended workshops that diversified my classroom pedagogical strategies. I focused specifically on learning about technological tools and pedagogical tools I could use to increase high-touch relational practices for students in my online classes. This included learning platforms such as:

- Jam boards, Slack, Poll Everywhere
- Contract Grading, Using Funds of Knowledge

I also utilized new resources for teaching race and ethnicity put together by sources like the New York Times, the National African American History Museum, and Teaching Tolerance

### **Future Directions**

#### *A: Assessment*

Over the last four years, my work demonstrates a commitment to community, students, and the college. I've contributed to all areas of SCC and Los Rios. Arguably, I should say 'no' more often. That said, I'm incredibly proud of my record of service on behalf of my faculty colleagues and students. The success of my efforts is demonstrated through student reviews, ongoing mentoring relationships with students, and recognition from my peers and the community. This past year I was recognized by my colleagues with the SCC Excellence Award in Fall 2022. I also received a teaching recognition from Fuego FM/ La TriColore Radio.

I concentrate my efforts on strengthening my equity work. I work with colleagues, particularly in counseling, that help me improve my ability to work relationally with students. While my equity scores for DI populations tend to vacillate from semester to semester— I know that these descriptive statistics fail to identify that my partnership with Puente, RISE, EOP, UMOJA and even athletics often mean I teach some of our most vulnerable students in high numbers, which makes equity work increasingly important. I remain committed to finding ways to meet students where they're at and help them complete their educational goals.

#### *Goals:*

Moving fully online amidst COVID-19 presented unique challenges with student engagement and success. Although I taught online prior to the pandemic, I find that my students are now often overwhelmed with the requirements of a fully online academic schedule. As an instructor that opted to return to in person teaching in Spring 2022, I realize that my students' needs are much more diverse than they were before. I am witnessing higher levels of anxiety, confusion over college classroom life, but also the real desire to connect. My goal is to continue to improve my online classes, and work to meet the new mental health needs of our students.

#### *Resources:*

I believe the College and District need to build a more robust infrastructure on advancing equity. The offerings tend to be one dimensional and fail to adequately provide more advanced and nuanced trainings that help intermediate and advanced equity practitioners.

### **VII: Other N/A**

### **VIII: Attachments**

- Syllabi
  - Sociology 321: Race, Ethnicity and Inequality in the United States