

CIBE 2025 Annual Report

To: All Delta College employees
Date: January 1, 2026
Prepared by: Christopher Hausbeck, CIBE Chair

Dear colleagues,

Following this introduction, you will find a summary of the actions and accomplishments of the Council on Innovation, Belonging, and Equity (CIBE) for the 2025 calendar year. 2025 was a rebuilding year for CIBE, with the launch of “CIBE 2.0” in August. CIBE has been (and will continue to be) an integral part of the institution’s shared governance model. Thank you to everyone who has participated in CIBE since its inception in 2021 and to those who participated in the listening sessions for the development of “CIBE 2.0”. Your dedication, work, and ideas have been incredibly valuable.

For future reference, the CIBE Advisory Board meeting dates, Advisory Board membership, standing committees, and ad hoc committees (including their charges) can all be found on the CIBE Inside Delta page: <https://employees.delta.edu/cibe/index.html>. Per the Guide to Shared Governance, CIBE Advisory Board meetings are open to all employees. If interested in attending, please contact Sheryl Jensen for the Zoom link. Once approved, Advisory Board minutes are available to any employee via the CIBE Teams site.

CIBE Advisory Board Members Winter/Spring 2025:

Armour, Casey	Miller, Talma
Gavin, Mike	Olvera, Elsa
Gittins, Jonathan	Petersen, Danielle
Hausbeck, Christopher	Phelps, Dorian
Hernandez-Alaniz, Monica	Reyes, Cynthia
Jensen, Sheryl	Smith, Lauren
Katzer, Kimberly	Stremlow, Stacy
Lazzari, Elena	Wallace, Melissa
Livingston, Pamela	Willard, Anthony

CIBE Advisory Board Members Fall 2025:

<u>Member's Name</u>	<u>Advisory Board Role</u>
Battinkoff, Robert	Public safety designee
Benkert, Loni	Support staff at large
Bladecki, Meredith	Faculty at large

Curtis, Christopher	Faculty Advisory Board (FAB) chair
DeEulis, Christopher	BEDI designee (ex officio)
Delaney, Jill	Support Staff Executive Committee (SSEC) chair
Gavin, Mike	Delta College president (ex officio)
Hausbeck, Christopher	Council on Innovation, Belonging, and Equity (CIBE) chair
Hernandez-Alaniz, Monica	Administrative & Professional staff at large
Jensen, Sheryl	Shared governance office professional (ex officio)
Lazzari, Elena	CIBE chair emeritus (ex officio)
Merkle, Eric	Executive Committee of Administrative and Professional Staff (ECAPS) chair
Morris, Traci	Support staff at large
Sleight, Amber	Faculty at large
Szilagyi, Christina	Adjunct faculty designee
Wilson, Craig	Administrative & Professional staff at large

* Maintenance (AFSCME) Designee position was vacant in Fall 2025

Chronological list of CIBE actions/accomplishments for 2025:

January 2025:

- In response to her CIBE request, the CIBE Advisory Board issued a charge to Casey Armour (faculty member) for the development of an ad hoc committee.
 - **Charge:** As outlined in your request, please proceed with the development and implementation of creating accessible, concise modules for students, ensuring that they meet the needs of students with varying levels of proficiency. Additionally, consider modules on time management, self-discipline, and fostering effective communication in virtual environments.
- In response to a request by the DCFA, the CIBE Advisory Board issued a charge to the Policies and Processes subcommittee.
 - **Charge:** Please perform a thorough review of the Disputed Final Grades policy, looking at this through an equity lens from the student and faculty viewpoints. Consider the reasons that a student would get all the way to the appeal board. Are these reasons adequate? Do they need revision? What is the impact of a student appealing their grade based on academic dishonesty for using artificial intelligence? (The current disputed final grade policy lacks specific language addressing academic dishonesty). Finally, discuss reasons/scenarios in which an academic administrator could re-open a grade appeal after a decision has been made or could alter the timeline in the policy if the student failed to meet the deadline.
- In response to her CIBE request, the CIBE Advisory Board issued a charge to Shelly Raube and the Policies and Processes committee to review/update Board Policy 8.013 on student leave of absence.
 - **Charge:** Please perform a thorough review of the Student Leave of Absence (LOA) policy, looking at this through an equity lens from the student and

faculty viewpoints. The existing policy seems to include the procedure for Student LOA; we are suggesting the policy is edited to reference (but not include) the procedure for a short-term LOA and a long-term LOA. Please also submit the procedure for short-term and long-term LOA.

February 2025:

- The CIBE Advisory Board was given an overview of “CIBE 2.0” including a look at the Guide to Shared Governance, with ample time for questions and discussion.
- The CIBE 2.0 ad hoc committee (K. Ceci, C. Curtis, C. Hausbeck, D. McQuiston, L. Saj, S. VanderLaan, C. Wilson) presented an update to the college community at Winter learning day.

March 2025:

- An all-college CIBE meeting was held to show stakeholders the changes that were coming to CIBE in the months to come (CIBE 2.0). These changes were the product of the ad hoc committee’s year-long work and took into consideration employee feedback from listening sessions and written submissions. The outgoing chairs of CIBE (Elena Lazzari and Talma Miller) were recognized and thanked.
- As part of the CIBE restructuring, all CIBE sub-committees officially dissolved with the two exceptions listed below. These two committees will be transitioned to CIBE standing committees.
 1. Policies and Processes committee
 2. Pedagogy committee

April 2025:

- Dr. Gavin appointed Chris Hausbeck as the new CIBE chair. Note: future CIBE chairs will be elected by the CIBE Advisory Board. Per the Guide, the first chair is appointed since the new CIBE Advisory Board has not been elected yet.
- A request for nominations for the CIBE Advisory Board elected positions was sent to the Delta-L. Voting for the six elected positions took place at the end of the month. There were 10 candidates for six elected positions.
- In response to the Graduation Requirements Inquiry Committee (GRIC) presentation and written report, a charge was issued to the Policies and Processes committee to review and update Board Policy 10.012.
 - **Charge:** Please perform a thorough review of the Academic Graduation/Certification Board Policy, looking at this through an equity lens from the student and faculty viewpoints. Part III of the existing policy outlines the procedure for revising general education curricular requirements. Update the language to reflect current titles/roles at Delta College and discuss the membership of the ad hoc committee in IIIC (is this appropriate?). The Advisory Board is recommending an ad hoc committee be formed with representation from the Policies and Processes committee. We would like the ad hoc committee to discuss/consider separating the procedure from the policy (but still reference the procedure if the committee deems it best to separate these). We are also suggesting a clarifying statement around the

AAA, AAS, AFA, and ABS requirements – who determines these degree requirements and how are they changed/revised?

May 2025:

- Election results shared on the Delta-L.
- The CIBE Advisory Board had an update and discussion on Board Policy 8.013 edits prior to going to the Board of Trustees and legal review. Updated Board Policy 8.013 was approved by the Board of Trustees during their August 2025 meeting.

June-July 2025:

- [CIBE page](#) updated on Inside Delta; includes the link to the CIBE request form that any employee can use to submit an appropriate request to the CIBE Advisory Board.
- Note: all requests will be heard by the Advisory Board, but the employee may be directed to take their request to another department (i.e. Human Resources, work group leaders, etc.) depending on the nature of the request.

August 2025:

- [Guide to Shared Governance at Delta College](#) posted to the CIBE page
- The new CIBE Advisory board had their first meeting to on-board and orient all members to their roles and responsibilities. All CIBE Advisory Board positions outlined in the Guide were filled with the exception of the Maintenance (AFSCME) position being vacant.

September 2025:

- The Advisory Board completed their first (of four) equity trainings.
- In response to Dr. Curry's request, the CIBE Advisory Board issued a charge to the Pedagogy standing committee to create resources on artificial intelligence (AI) usage.
 - **CHARGE:** Compile/develop AI professional development opportunities for faculty and staff. Share these resources with COS and FCTE once finished. Consider focusing on things like using AI for job efficiency for employees and development of active learning strategies/classroom materials for faculty.
 - Compile/develop resources to share with students (traditional and dual-enrolled) on appropriate use of AI as well as ways to use it for studying/learning. Work with the eLearning committee and Faculty Assembly.

October 2025:

- A Teams site was launched for all employees to access the Advisory Board minutes. This is linked on the CIBE Inside Delta page.
- The Advisory Board completed their second (of four) equity trainings.
- The Policies and Procedures committee presented their report after a year's worth of work reviewing all Board Policies and the college procedure manual for editorial updates/changes and suggestions based on belonging, equity, and inclusion.

November 2025:

- The Advisory Board completed their third (of four) equity trainings.

- In response to Shelly Raube's request, the CIBE Advisory Board issues a charge to Student Educational Services (SES) to assess the interventions for students who are on academic caution and/or probation.
 - **CHARGE:** Assess the effectiveness of the current communication, intervention, and follow-up process for students on academic caution and/or probation. Recommend consistency guidelines for advisors (e.g. required interventions, timing, follow-up). Discuss pros and cons of enforcing academic suspension.
 - Explore and propose new support structures, including targeted interventions, academic recovery coaching, faculty engagement, etc. for students on academic caution and/or probation.
- Suggested changes to the procedures manual (from the Policies and Processes committee) were forward to Human Resources for review/consideration.
- Suggested changes to the Board Policies (from the Policies and Processes committee) were forward to Dr. Gavin for review/consideration.

December 2025:

- The CIBE Advisory Board meeting was cancelled due to inclement weather
- The Advisory Board approved a change in committee membership for the Board Policy 10.012 ad hoc committee due to the BTech faculty representative being promoted to Dean.

Respectfully submitted,

Christopher Hausbeck
CIBE chair