Faculty Standards & Practices Committee
Meeting Minutes
10/1/10

Attendance: Daniel Clemens, Ann Gross, Marci Sanchez, Janet Stickmon.
Guest: Laura Ecklin, Dean of HR, Sue Nelson, VP of Instruction

1.0 Adoption of Agenda
Approved

2.0 Approval of Minutes from September 15
Approved

3.0 Public Comment
None

4.0 Discussion Item - Continuation of Review of Draft 2 of Faculty Hiring Policy
- Language was updated in each section. A new draft will be available at the next review and update meeting on November 19th.
- Janet and Ann brought in updated language about diversity. Question about including the breakdown for the “monitored groups”. Is it necessary to state them or reference them to the original language in other documentation?
- Should the “Optional” information form include categories for sexual orientation and socioeconomic background to help gather more data for these monitored groups?
  - Laura can check with the legal team about collecting this data
- Section V – Selection Committees – Suggestion by ASNVC to have a student and a community member on faculty selection committees
  - Who chooses the community members (outside of specialized programs with advisory boards)? How and when are they trained?
  - If students aren't available to serve individually, can we have a different measure for student input – perhaps like SRJC where they ask final candidates to teach a class to students
  - How can we attract them to this venue? Do we primarily invite students from that particular discipline?
  - Can we have both a student committee member and a larger teaching demonstration?
  - Laura and Sue will work with ASNVC on their process
- Decision to create a separate section for the part-time hiring process rather than list both full- and part-time procedures under each section heading
- Section VI – Selection Committee Member Training – Discussed the different training phases and options for completion of these phases
  - How often will we be trained? Stay with 2 year model, move to 3 year model?
  - How do we effectively include the IDI (Intercultural Development Inventory) as a way to show cultural competency?
4.0 Discussion Item (continued)

-What if faculty backslide from “Acceptance” to a lower level? How can we monitor that and continue training?
-Can everyone move to a “continuing training” group after completion of Phase I of the training?
-Can we use different continuing education units (like outside workshops, conferences, classes, etc.) to continue cultural competence training on our own?
-Section VII – Screening Process – Discussion about the timeline for developing new positions
  -Work backwards from the BOT approval process and the ideal time to be competitive in the hiring process
  -Can we work on a list of hiring priorities in the Spring, and then adjust that based on last minute retirements and budget updates (ideally in August/September)?
  -Discussion to be continued.

*Additional meeting added on Friday, November 19th from 9-12 in Room 3706 to complete the review and updates of this document.

5.0 Other Business

*Reminder that the 11/15 meeting is dedicated to training for the new Equivalency Hiring Process – Erik will send documents to review. Please invite Laura Ecklin to the training and Sue Nelson, or another member from the Office of Instruction will try to attend.

*Follow up to discussion about campus emails for Emeritus Faculty – discussion will continue with Sue Nelson, Shawna Bynum (Academic Senate President), Ann and Laura.

6.0 Adjourned
12:04 PM