Faculty Standards & Practices Committee
Meeting Minutes
11/19/10

Present: Daniel Clemens, Ann Gross, Marci Sanchez, Janet Stickmon, Erik Shearer

1.0 Adoption of Agenda
Approved

2.0 Approval of Minutes from November 17
Moved to the next meeting in spring semester

3.0 Public Comment
None

4.0 Discussion Item – Hiring Policy Revisions (continued)
Discussion:
-Section VII – B(i) HR will clean up the language related to diversity percentages, the current version is illegal
-Who determines experience requirements (such as minimum 2 years of teaching experience)? HR for full-time hires, OI for part-time hires?
-B (ii) What happens to the composition of the committee in an emergency?
  -How do we insure diversity and subject area expertise?
  -Can that missing person meet with another committee member or the committee chair to get an update? Or could that member bias the other member?
-Initial Meeting language
  -Leave the assessment format, time limit, and process to the committee (such as teaching or counseling demonstration)
  -Discussed a more rigorous format for assessment of final candidates such as ½ day long interviews with a campus tour, teaching demonstration to current students and other discipline specific activities (like art critiques).
  -How would they be scheduled?
-Reference checking
  -Dean of HR or VP of Instruction perform them? Does the President ever perform them?
  -Should we have a standard questionnaire? If yes, what changes would we make?
  -Could we develop a rubric to help avoid biases?
  -We can ask for mutual agreement for reference questions.
-Should we be encouraging candidates to include more information about their professional experiences and expertise outside of teaching experience?
  -This might include published works, art work, patents, professional performances, private practice
  -How much of this information is important related to their ability to teach?
4.0 Discussion Item – Hiring Policy Revisions (continued)
-Section VIII – Professional Development Committee is working on an updated employee orientation process.
- Erik emailed the MobileMe link with the updated document to the committee members.

5.0 Adjourned
11:35 AM

Next (tentative) meeting Friday, December 10th at 11AM in 3716 to review the applications for equivalency.

Please review the applications before the 12/10.