Faculty Standards and Practices - Minutes 8/31/09  
(A. Gross)

Present: Terry Woodward, Bill Weddington, Erik Shearer, Ann Gross  
Absent: Janice Ankenmann (excused)

I. Approval of Minutes 8/14/09  
a. Minutes amended:  
   Section 3.6 Semester Goals  
   In priority order, review and revise as needed: 1. equivalency process, 2. hiring process, 3. emeritus status, 4. web-page update, 5. ethics policy.

II. Discussion - Equivalencies in Faculty Hiring  
- Erik explained faculty’s primary role in hiring and equivalencies. Need to revise process to remove OI role and include faculty review and decision making throughout process.  
- Other proposed changes:  
  i. Equivalency Team (e.g., discipline faculty member, division chair, FS&P member, Ac. Sen. VP1) should review equivalencies for hiring of all faculty positions, incl. part-time.  
  ii. Guidelines (esp. for experience and “eminence”) are too subjective. Need to specify necessary knowledge and skills within disciplines/departments, including for diversity experience and competencies.  
  iii. Verification of degrees, supporting documents should be handled by HR.  
- Need to keep faculty involved and informed throughout process through senate meetings

III. For next meeting: Sept. 23, 3-5, Personnel Conf. Room  
- Committee members will review BOG Disciplines List, Section 53430 of Title V, Erik’s draft of proposed policy changes, sample policy from Monterrey CC, state Ac. Sen. Doc. on qualifications and Curriculum Committee guidelines for minimum qualifications and equivalencies