Faculty Standards and Practices – Minutes 9/23/90
(A. Gross)

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

1.0 Adoption of Agenda – Adopted
2.0 Approval of Minutes from 8/31/09 – Approved
3.0 Public Comment – none
4.0 Discussion Items
   4.1 Equivalencies
      - Bill and Terry pointed out that the policy needs to include methods for demonstrating skill in teaching and serving the needs of a diverse student population and in being sensitive to the diversity of the population of the college. We need to quantify this throughout the policy. Ann will pass this on to Erik, who is writing a revised draft.
   4.2 Hiring Policy
      4.2.1 We discussed concerns about the current policy and suggestions for revisions, including the following:
         1. Part-time faculty hires don't go through the same level of screening as do full-time faculty. Need same level of scrutiny, including in intercultural competencies.
         2. Need to strengthen approach for developing diverse pools of applicants, both for part-time and full-time positions. Some suggestions included advertizing for part-time pools and screening groups of applicants together, possibly including some training and follow-up screening to assess applicants' ability to adapt to input; also, developing more specific, generic descriptions of what we want in instructors/counselors to include in all position announcements, plus encouraging people from diverse backgrounds to apply (job fairs, graduate school visits, etc.).
         3. Hiring committees need to have more diverse members who are trained in assessing intercultural competency (incl. for part-time hires). Members all need to agree to support college's value of diversifying faculty and staff.
4. Could add a formal orientation components, including culture of the college, SLO’s, assessment validity, intercultural competence...

4.2.2 Need to discuss these suggestions, others, with Laura and Sue. Will invite them to our October 21 meeting.

5.0 Next meeting: October 5, 9-10 Personnel Conference Room.

- Will review and discuss Erik’s revisions to Equivalencies Policy.

6.0 Meeting adjourned 4:00.