Faculty Standards and Practices – Minutes 10/21/09
3:00-4:00 Personnel Conference Room
(A. Gross)

Present: Janice Ankenmann, Erik Shearer, Bill Weddington, Terry Woodward, Ann Gross, Sue Nelson, Laura Ecklin, Marilynn Cole

1.0 Adoption of Agenda – adopted
2.0 Approval of Minutes – approved
3.0 Public Comment – none
4.0 Action Items – Emeritus Status for Terry Woodward and Lorraine Segal – both approved unanimously
5.0 Discussion Item – Faculty Hiring Policy Issues:
   Issues/concerns/suggestions included:
   - Need to operationalize document, e.g., how to assess intercultural competence and effective teaching.
   - Need more meaningful assessments, such as longer, real-life teaching demo’s, longer time spent with committee on campus, etc.
   - Process should be the same for part-time and full-time faculty hiring. Hiring pools of part-timers would be more effective than one at a time and would avoid last minute rush.
   - Need to maintain timelines with plenty of time; avoid emergency hires.
   - Need to be sure hiring committee members support diversity efforts of college and have adequate training and understanding to effectively assess applicants. How do we determine this?
   - Hiring committees should reflect more diversity than just by program or staff membership.
   - Current faculty version of hiring policy not adopted by BOT; using EEO Plan and Faculty Recruiting /Hiring Policy. Need to combine best of each in new policy.
- Need to ensure that pools have enough diversity and be willing to throw them out if not. Some ideas for attracting more diverse applicants include targeted recruitment, mentoring of graduate students and part-time employees.

- Chancellor’s Office availability date is not up-to-date, census data is best information at present, but still not good.

- Need to figure out how federal law regarding adverse impact relates to Prop 209 limits - need legal opinions.

6.0 Follow-Up Actions

6.1 Laura will contact lawyer with expertise in EEO hiring about legal questions (adverse impact, Prop 209 limitations, legal minimal mandates vs. permissible progressive policies...) Lawyer should discuss issues with FS&P and have longer forum for faculty at a later date to inform all. Would be good idea to get another legal opinion - Bill has ideas there.

6.2 Sue/Laura/Marilynn will look for effective hiring policies regarding diversifying faculty - what other colleges are doing that works.

6.3 Ann will contact Mon to set up meeting schedule grid to find good times to meet.

6.4 ALL - Read documents that Marilynn handed out: Faculty Recruiting/Hiring Procedures; Board Policy D1130, NVC Equal Employment Opportunity Plan; Academic Senate Hiring of Contract...Faculty

7.0 Next Meeting: Wednesday, November 4, 3:00-4:00, Personnel Conference Room