Task Force Suggestions	Rationale	EPCC Edits	Rationale
1. Recruitment/Adjunct	Reinforce	Strike Completely	"Who would be
Faculty:	support for our		responsible for
"Adjunct faculty already	adjunct		encouraging adjuncts?
employed by the	colleagues		If it said something
department shall be			about job
encouraged to apply for			announcements will
regular faculty positions for			be shared with all
which they meet the			adjuncts, that might
qualifications. The district			work."
recognizes that adjunct			
faculty may already be			
performing the teaching			
duties included in the			
position and that adjunct			
faculty are held to high			
standards of professional			
preparation and			
performance."	. In a	"The Dietrict shall	"Crook marting 1
2. Recruitment/District	<ul><li>Increase Diversity</li></ul>	"The District shall encourage all contract faculty whose	"Great practice, but
Support:	Codify the	disciplines have an open	possibly not practical.
"The District shall	District's	position to be involved in the	Does it even belong here? Is it even legal?
encourage all contract	(financial and	recruitment effort of new	Problem with AFA.
faculty whose disciplines	otherwise)	faculty. Recruitment efforts	Not appropriate for a
have an open position to be	support of	shall include, but not be	procedure".
involved in the recruitment	recruitment	limited to, attendance at job	procedure.
effort of new faculty. Faculty	efforts	fairs, training of faculty members attending	
members from		conferences to do outreach,	
underrepresented groups		and targeted advertising.	
shall be encouraged to		The District shall support	
network with colleagues in		faculty members' efforts to	
all areas for recruiting		network with colleagues	
purposes. The District shall		from underrepresented	
support faculty members'		groups for recruiting	
efforts to network with		purposes."	
colleagues from			
underrepresented groups			
for recruiting purposes."			
3. Screening and Interview	• Increase	"Departments <i>are</i>	"Best practice, but too
<b>Committee Composition:</b>	<ul><li>Transparency</li><li>Prevent "old</li></ul>	encouraged to have a	restrictive. What
"Committees <i>shall</i> include 1	boy's club"	Regular Faculty from	happens if we have a
Regular Faculty from	situations,	outside the discipline,	large hiring and not
outside the discipline,	particularly in	selected by the Academic	enough of the other
selected by the Academic	disciplines with limited full time	Senate President"	disciplines volunteer
Senate President will sit on	faculty members		to take on the large
each committee."	for serving on		workload associated
	committees		with hiring"
	Already a successfully		
	employed Best		
	Practice at MANY		
	community		
	colleges.		

Task Force Suggestions		Rationale	EPCC Edits	Rationale
4. Interview	•	Value Faculty	"The committee shall	"Ranking opens SRJC
Procedure/Ranking:		Voices	conduct the interviews	to potential lawsuits.
"The committee shall	•	Increase	using a pre-established	Current process
conduct the interviews		Transparency	rating system to evaluate	allows committee
using a pre-established	•	Already a	responses. Following the	members to make
rating system to evaluate		successfully	interview process, each	your feelings clear
responses. Following the		employed Best	committee member shall	without writing it
interview process, each		Practice at	independently tabulate	down."
committee member shall		MANY 	his/her scores and rank	down.
independently tabulate		community	the candidates. After	
his/her scores and rank the		colleges	collectively discussing the	
candidates. After collectively			strengths and weaknesses	
discussing the strengths and			of the candidates, the	
weaknesses of the			Screening/Interview	
candidates, the Search			Committee shall forward	
Committee shall <b>rank</b> all the			<b>unranked</b> candidates.	
interviewed candidates in			The committee will then	
order of preference. The			select semi-finalists to be	
committee will then select			considered by the	
semi-finalists to be			appropriate Vice	
considered by the			President(s)."	
Administrative Interview			i resident(s).	
<b>Committee.</b> Although the				
finalists will have been				
ranked, such rankings shall				
not be made known to the				
Administrative Interview				
Committee until after they				
have independently				
interviewed the semi-				
finalists."				
5. Interview Procedure	•	Increase	"The appropriate Vice	"Old language is
/Administrative Inter-		Transparency	President(s) will	better."
view Committee (AIC):	•	Value Faculty	interview the semi-	200011
"The AIC shall consist of the		Voice	finalists. The Hiring	"EPCC is concerned
appropriate Vice		Already a	Search Committee Co-	about too many
President(s) and the Faculty		successfully	Chair may be included in	people in the
Co-Chair and Administrative		employed Best	the second interviews	Administrative
Co-Chair of the Search		Practice at	upon committee request."	Interview; will
Committee. Additional		MANY	apon committee request.	candidates be as
members of the Search		community colleges.		candid? What is the
Committee may be included		coneges.		reason driving this
on the AIC as mutually				suggestion? Desire for
agreed upon by the				transparency? Current
appropriate Vice				practice protects the
President(s) and the Search				District from
Committee."				lawsuits."
Committee.	<u> </u>			iawsuits.