

Task Force Suggestions	Rationale	EPCC Edits	Rationale
<p>1. Recruitment/Adjunct Faculty: “Adjunct faculty already employed by the department shall be encouraged to apply for regular faculty positions for which they meet the qualifications. The district 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.”</p>	<ul style="list-style-type: none"> • Reinforce support for our adjunct colleagues 	Strike Completely	“Who would be responsible for encouraging adjuncts? If it said something about job announcements will be shared with all adjuncts, that might work.”
<p>2. Recruitment/District Support: “The District shall encourage all contract faculty whose disciplines have an open position to be involved in the recruitment effort of new faculty. Faculty members from underrepresented groups shall be encouraged to network with colleagues in all areas for recruiting purposes. The District shall support faculty members’ efforts to network with colleagues from underrepresented groups for recruiting purposes.”</p>	<ul style="list-style-type: none"> • Increase Diversity • Codify the District’s (financial and otherwise) support of recruitment efforts 	“The District shall encourage all contract faculty whose disciplines have an open position to be involved in the recruitment effort of new faculty. Recruitment efforts shall include, but not be limited to, attendance at job fairs, training of faculty members attending conferences to do outreach, and targeted advertising. The District shall support faculty members’ efforts to network with colleagues from underrepresented groups for recruiting purposes.”	“Great practice, but possibly not practical. Does it even belong here? Is it even legal? Problem with AFA. Not appropriate for a procedure”.
<p>3. Screening and Interview Committee Composition: “Committees <i>shall</i> include 1 Regular Faculty from outside the discipline, selected by the Academic Senate President will sit on each committee.”</p>	<ul style="list-style-type: none"> • Increase Transparency • Prevent “old boy’s club” situations, particularly in disciplines with limited full time faculty members for serving on committees Already a successfully employed Best Practice at MANY community colleges. 	“Departments <i>are encouraged</i> to have a Regular Faculty from outside the discipline, selected by the Academic Senate President”	“Best practice, but too restrictive. What happens if we have a large hiring and not enough of the other disciplines volunteer to take on the large workload associated with hiring...”

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<p>4. Interview Procedure/Ranking: “The committee shall conduct the interviews using a pre-established rating system to evaluate responses. Following the interview process, each committee member shall independently tabulate his/her scores and rank the candidates. After collectively discussing the strengths and weaknesses of the candidates, the Search Committee shall rank all the interviewed candidates in order of preference. The committee will then select semi-finalists to be considered by the Administrative Interview Committee. 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.”</p>	<ul style="list-style-type: none"> • Value Faculty Voices • Increase Transparency • Already a successfully employed Best Practice at MANY community colleges 	<p>“The committee shall conduct the interviews using a pre-established rating system to evaluate responses. Following the interview process, each committee member shall independently tabulate his/her scores and rank the candidates. After collectively discussing the strengths and weaknesses of the candidates, the Screening/Interview Committee shall forward unranked candidates. The committee will then select semi-finalists to be considered by the appropriate Vice President(s).”</p>	<p>“Ranking opens SRJC to potential lawsuits. Current process allows committee members to make your feelings clear without writing it down.”</p>
<p>5. Interview Procedure /Administrative Interview Committee (AIC): “The AIC shall consist of the appropriate Vice President(s) and the Faculty Co-Chair and Administrative Co-Chair of the Search Committee. Additional members of the Search Committee may be included on the AIC as mutually agreed upon by the appropriate Vice President(s) and the Search Committee.”</p>	<ul style="list-style-type: none"> • Increase Transparency • Value Faculty Voice • Already a successfully employed Best Practice at MANY community colleges. 	<p>“The appropriate Vice President(s) will interview the semi-finalists. The Hiring Search Committee Co-Chair may be included in the second interviews upon committee request.”</p>	<p>“Old language is better.”</p> <p>“EPCC is concerned about too many people in the Administrative Interview; will candidates be as candid? What is the reason driving this suggestion? Desire for transparency? Current practice protects the District from lawsuits.”</p>