

President's Report, December 1, 2021

Julie Thompson

On Saturday, December 11, from 9 to 10:30 a.m., Brenda and I will be partnering with Steven Kessler, VP of Membership and Outreach for AFA, on a **workshop for part-time faculty** members who may be applying for tenure-track positions this hiring cycle. This is something that AFA and the Senate have collaborated on several times over the past decade or so, and thanks go to Steven Kessler for resurrecting the practice this year. Thanks also to Sarah Hopkins from HR, who has agreed to give us a slice of her Saturday morning to introduce attendees to the NeoEd application portal. We wish that we had been able to provide more lead time and appreciate everyone's understanding that we are doing our best! We've sent a "save the date" email to the part-time faculty distribution list; Amy is setting up the webinar, and as soon as the webinar is ready we'll embed the link and send the pre-registration invitation to the part-time faculty email list. You are also welcome to share the invitation with potential applicants beyond SRJC. Our hope is that this workshop will support our SRJC colleagues as well as help the college to expand and diversify the applicant pool. Additionally, we have emailed the contract faculty distribution list to request a few presenters. We're hoping for a diverse group of folks who represent different areas of the faculty—allied, instructional, different departments, etc.—and who have previously served on their department's hiring committee but are not now on the hiring committee. That call for additional presenters is out, and the deadline for responding is Friday at 4 p.m. Thanks to b sk sh aq

4.3.2 Policy, where it is in process: This policy is in Human Resources Vice President Durand's area of responsibility. His response to the faculty hiring policy draft that the Senate produced is that the content is in good shape, and there is a need for some rephrasing so that the policy reads as a statement of the Board's direction and intent and to better clarify the relationship between the policy and the corresponding procedure. We hope to see that on a Board agenda soon, and I would like to thank VP Durand for his support of the Senate's work on this policy.

Senate Exec has been talking about the need for a set of **guiding principles for committee appointments**—we will schedule time for discussion as soon as we can. Please be thinking about this topic and come prepared with ideas for when we are able to get this onto an agenda.

The **Faculty Equivalency Committee** is working on changes to its practices so that we can provide better support to applicants and departmental hiring committees in approaching the equivalency process. We're working on two support docs that will be shared with applicants and hiring committee chairs. The idea is that the more people know about the process, the stronger equivalency applications will be. We are also discussing the need for a process to use when the committee needs additional information from a candidate. There is a past practice of reaching out for such information, but there is no actual process described in the Equivalency procedure. The Equivalency Committee will likely send forward a request for the Senate to consider a recommendation on this topic. I'll say more about today's Equivalency procedure consent item when we get to that.

PD Flex Option: Independent Reading, Viewing, Listening (24A for Adjunct Faculty Members; 25A for Contract Faculty Members). This will allow faculty members to receive flex credit for activities like reading books and articles, watching documentaries, and listening to podcasts related to their disciplines, DEIA, and other flex categories.

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Please take a look at the **faculty seniority list**, which now clearly distinguishes between Faculty Service Areas and Departments. Thanks to K. Frindell Teuscher, Sarah Hopkins, and Gina Waggoner for their work on this.

Credit for Prior Learning: thanks to Jessica Bush for leading the effort on behalf of the Senate and Vanessa Luna Shannon for her partnership.

Senate Exec is working on a list of potential topics for the **Spring retreat**, which will be Friday, February 11, from 10 a.m. to 3 p.m. Senators are requested to send agenda suggestions.

College Council will be meeting with Lasana Hotep during our regular meeting time tomorrow, to discuss the relationship between the Council's areas of responsibility— committee system and policy/procedure work—and DEIA principles. This conversation will support not only support College Council's regular workload but also the continuing work to streamline our governance system.