

Academic Senate Special Study Session: From 4.3.2p to AP 7120A Contract Faculty Hiring *May 21, 2025*

J. Stover and M. Ohkubo



The purpose of today's discussion is to thoroughly introduce and prepare the Senate for Fall 2025 deliberations.

The Senate has spent many years in the past developing recommendations for updating the faculty hiring policy and procedure. Dr. Garcia was first forwarded the Senate's most recent procedural recommendations on 13 March 2023. The District's response was received by the Academic Senate Executive Committee (ASEC) on 30 January 2025. As per SRJC board policy AP2410, revision and reconciliation of the Senate's recommendations with the District suggested practices was initiated in Spring 2025 (as lead by President Stover and Vice President Ohkubo). The current draft reflects the "in progress" nature of the work to date. Feedback received today will be incorporated in the continuing AP2410 related work in preparation for formal deliberation of the Academic Senate in Fall 2025.

Senator Learning Outcomes (SLOs)

- Understand the local Academic Senate work on 4.3.2p
- Explain the Spring 2025 AP 2410 work and the AP 2410 process
- Discuss the current version AP 7120A
- Understand and implement next steps of preparation for Fall 2025 AP 7120A Discussion and Action



Study Session to Build Foundation for Success



Building Our Core



Ed Code 87360

“Hiring criteria, policies, and procedures for new faculty members shall be developed and agreed upon jointly by representatives of the governing board and the academic senate, and approved by the governing board”

Guiding Values

THE MISSION OF THE SONOMA COUNTY JUNIOR COLLEGE DISTRICT IS:

Santa Rosa Junior College transforms the lives of our culturally rich student body, employees, and community by cultivating a welcoming and antiracist environment, centered on social responsibility and cultural awareness. We offer exceptional teaching and learning in support of associate degree, certificate, transfer preparation, workforce preparation and community education programs, integrated with comprehensive student support services.

THE VISION OF THE SONOMA COUNTY JUNIOR COLLEGE DISTRICT IS:

Santa Rosa Junior College commits to setting the standard in cultivating an accessible, open, barrier-free, sustainable environment for students, employees, and the community. The college envisions equitable, impactful, transformative, enriching, and holistic learning opportunities that inspire our students to thrive.

Our Challenge...

*Imagine. Today, in 2025,
what do we want our
contract hiring policy to
be?*

- Different era in education, pedagogy, student populations and needs, etc
- New college president
- Updated mission, vision, and values
- Strategic planning and college governances advancements

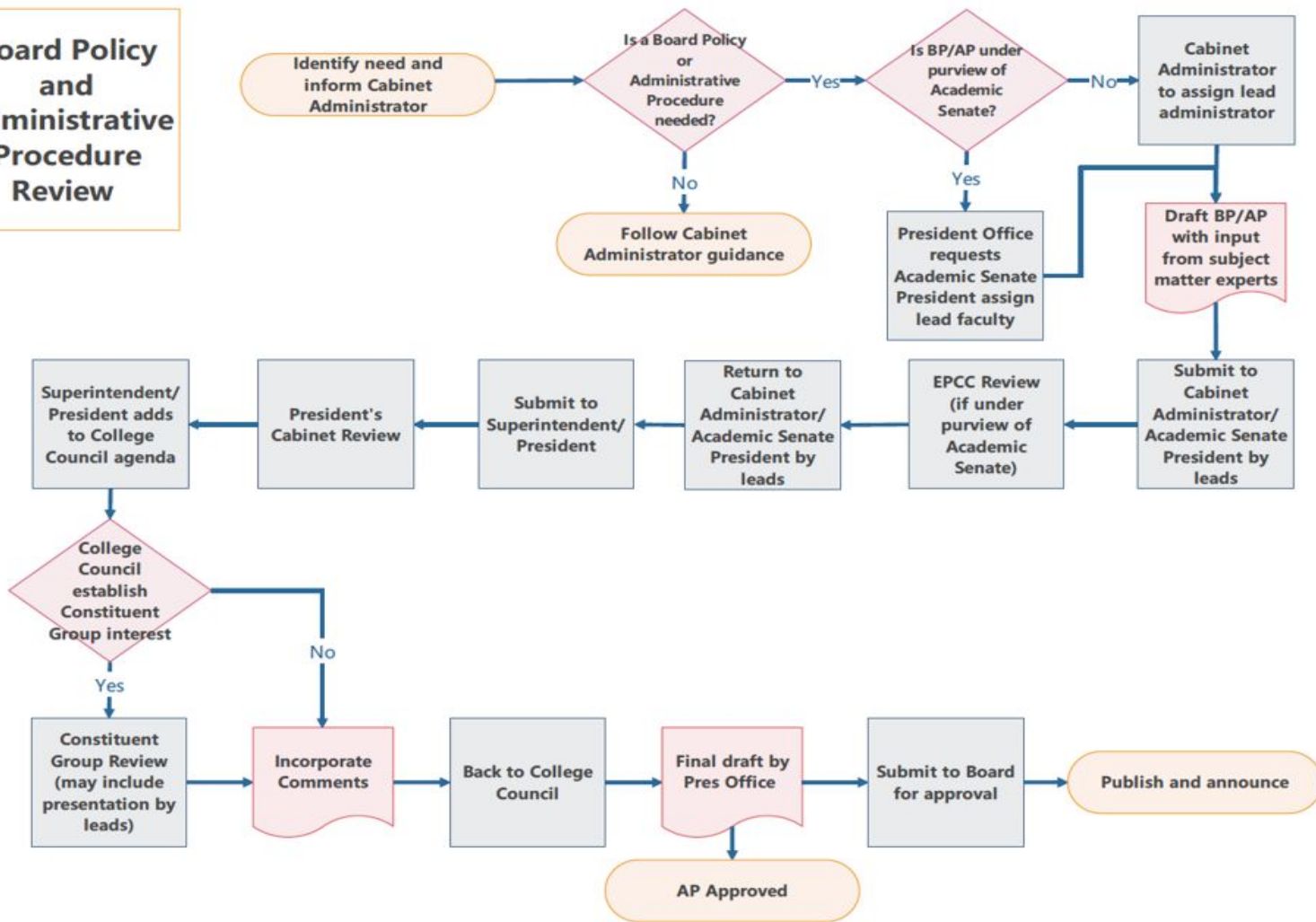


AP 2410

[Link to AP2410](#)

“If the subject matter of a policy or procedure is under the purview of the Academic Senate, the Academic Senate President, in consultation with the Academic Senate Executive Committee, shall assign a lead faculty member or members as deemed necessary to work with the lead administrator to prepare the draft”

Board Policy and Administrative Procedure Review



District Goals in the AP 2410 Process (AP 7120)

- Updates with the vision of a new time, new president, new VPHR
- Consistency across contract hiring committees (and other groups)
- Alignment with other hiring committees
- Efficiency in the process while not sacrificing quality of the procedure
 - For example, there is a need to rely on Supervising Administrators to uphold timelines, be responsible for submission of forms
- Uphold equitable practices and principles of IDEAA (Inclusion, Diversity, Equity, Accessibility and Anti-Racism)

Fun Facts!



- The currently approved 4.3.2p faculty hiring procedure was approved March 10, 2009
- Academic Senate has been working on 4.3.2p since Fall 2013

We Are Here!



Timeline of 4.3.2p

**~2012-14:
Senate
subgroup**

**Process
suspended,
EEO Plan**

**Nov 2017:
Process
resumed**

**Dec 2017:
Shifted to GP**

**Feb 2018:
Resumed**

**Spring 2018:
Discussed and
approved
May 2, 2018**

**Jan-Mar 4
2020:
Resumed**

**Mar 4, 2020:
"will be
brought back"**

**Sp - Fall 2020
Pandemic, GP,
Emergency DE
Addenda, etc.**

**Jan 20, 2021:
Resumed**

Timeline continued...

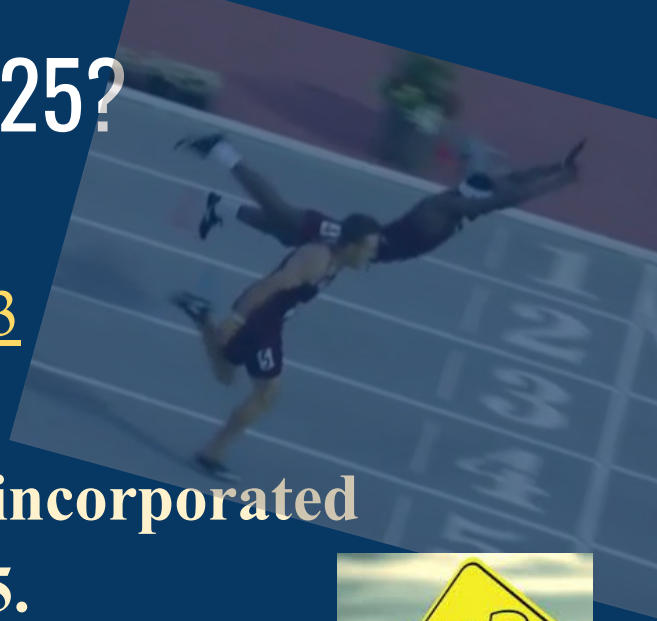
- Academic Year 21–22: 4.3.2p on the agenda
- February 8, 2022: 4.3.2 (policy, not procedure) passed, forwarded to Board
- March 13, 2023: Final AS 4.3.2p revisions complete and sent to new President Garcia
- January 30, 2025: President Garcia needed to time for AP 2410 process to be clarified, and returned a District draft to ASEC
- Spring 2025: AP 2410 process followed with President Stover as lead, VP Ohkubo as content expert along with President Garcia, Kate Jolley, Zehra Sonkaynar
- May 15, 2025: VP of HR Alia Dunphy joined the team and reviewed the

Highlights of Senate 4.3.2p sent in 22-23 vs Current AP 7120

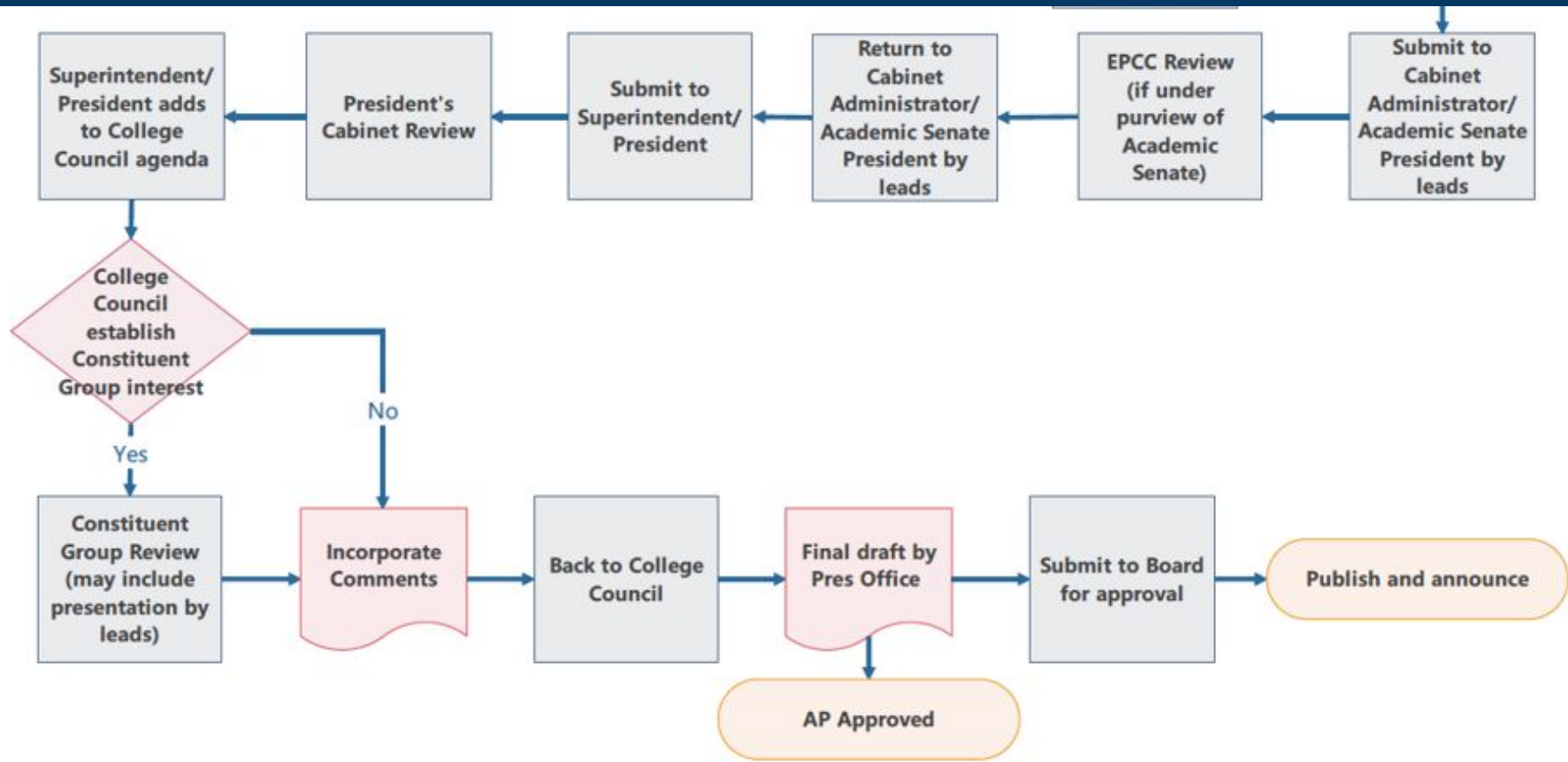
- More clearly defined roles
- SIC members:
 - to bring diversity of perspectives to hiring decisions, include one contract faculty member from outside the discipline
 - Student
 - May add classified or associate faculty for discipline expertise or diversity
- 2 levels of interview:
 - Final interview committee- Superintendent/President the Screening and Interviewing Committee co-chairs, the Vice President in charge of the Supervising Administrator of the faculty discipline, or their designee by the Superintendent/President.
- Added screening section based on 4/30/25 Senate feedback
- Made other changes suggested in 4/30/25 AS meeting

How can Senators prepare for Fall 2025?

- ❑ [Link to current 4.3.2P Board Policy](#)
- ❑ [4.3.2P sent to Board from Senate 03/2023](#)
- ❑ [Link to 5/16/25 District Version 2.0](#)
- ❑ **Feedback from today's session will be incorporated into the "3.0" version coming Fall 2025.**
- ❑ **Should we wish to have the updated AP7120A applicable to the next round of faculty hiring, we will need to finalize our recommendations in Senate no later than 1 October 2025.**



Where does AP 7120 go after Senate approval?



Study Session Discussion

