

Board Policy 4.3.2/P, Faculty Hiring: Regular and Adjunct (Ed. Code 87360)



From today's agenda:

What shall be the Academic Senate's approach regarding the remaining portions of 4.3.2P, which include the following sections:

III Screening and Interviewing Committee (SIC),

V Interviewing, VI selection of Regular Faculty, and VII Adjunct [Associate] Pool?

Guiding Values

Santa Rosa Junior College values inclusion, diversity, equity, and anti-racism (IDEA). These values are intentionally and mindfully reflected throughout this policy and procedure to ensure that the College's instruction, programs, and services are provided by a diverse and highly qualified faculty that is responsive to our college community's needs and experiences. These hiring processes were developed to recruit and hire faculty members who represent a wide range of cultures and experiences with:

- Discipline expertise
- Demonstrated excellence in teaching and pedagogical techniques
- Knowledge and demonstrated application of IDEA pedagogy
- Social and communication skills enabling effective interaction with persons from a wide range of cultures and experiences.



Timeline of 4.3.2 to date

**~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**

Then:

9/1/21: **Values statement passed:** “ Santa Rosa Junior College values inclusion, diversity, equity, and anti-racism (IDEA). These values are intentionally and mindfully reflected throughout this policy and procedure to ensure that the College’s instruction, programs, and services are provided by a diverse and highly qualified faculty that is responsive to our college community’s needs and experiences. These hiring processes were developed to recruit and hire faculty members who represent a wide range of cultures and experiences with:

- Discipline expertise
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11/3/21 Recruitment section passes

11/17/21 Responsibilities section passed

SICs

2/2/22: “Departments and hiring committees shall include a form of student participation in the hiring process” (approved this language for Composition of SICs)

3/16/22: Motion passes: “Departments will select student(s) for meaningful and measurable participation in the options including but are not limited to:

- Teaching demonstration participation
- Skills demonstration participation
- Member of the screening and interview committee
- Structured conversations or moderated Q&As with candidates
- Student survey or poll.

For all methods of student involvement, committees will be responsible for ensuring student input is given equivalent consideration as the input of any other member of the hiring committee.”

SICs (2)

4.3.2P Section III Screening & Interviewing Committee Support Document February 2, 2022

1. ...should include members who are knowledgeable about the District's commitment to attract and retain a highly qualified and diverse faculty able to meet the needs of the District's diverse student population
2. must receive appropriate orientation training in District hiring practices within the previous year
 - a. review of this policy and procedure
 - b. review of the Equal Employment Opportunity Plan
 - c. review of data identifying the diversity of the District's students and faculty, including their socio-economic status, disabilities, gender distribution, and ethnic backgrounds
 - d. sign a statement in which they (1) confirm their completion of these reviews and their understanding of the confidential nature of all steps in the hiring process and (2) agree to maintain full confidentiality

Still to do:

3/2/22: Unanimous approval to send I, II, IV, VIII to Board (Responsibilities, Timeline, Recruitment, Emergency Hires) and Values Statement (Policy 4.3.2), but not yet submitted

III SICs - partially reviewed

To Consider: Do we accept current 2018 or revise?

V Interviewing

VI Selection of Regular Faculty

VII Adjunct Pool

The Senate's current draft includes these sections:

- Values statement
- Responsibilities
- Timeline
- Screening & Interviewing Committees (SICs)
- Recruitment
- Interviewing
- Selection of Regular Faculty
- Adjunct Pool
- Emergency Hires



What does the rest of the process include?



- ❑ Review materials on Senator Resources page
- ❑ Discuss any further changes to remaining sections
- ❑ Senate approval of final draft?
- ❑ Review Cross Walk document

How can Senators prepare for this work?

- ❑ Review materials posted on the [Senator Resources page](#)
- ❑ Come prepared to discuss/approve relevant sections



Where does 4.3.2/P go after Senate approval?

- ❑ College Council
- ❑ Other constituency groups (“shop around”)
- ❑ Board, first and second readings

