

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

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From today's agenda:

Preparatory to the March 19 training session on diversity and hiring and to clarify the scope of the work to review Board Policy 4.3.2/P, the Senate will review a short presentation that briefly summarizes the history of the Senate's work on 4.3.2/P and identifies the categories of development (to be) included in Board Policy 4.3.2/P, and engage in a brief discussion.

Areas to Review Today:

Timeline of 4.3.2/P to date



Guiding Principles and Goals



Senate's current draft of 4.3.2/P (May 6, 2020)



Previous sticking points



Steps required to complete revision of 4.3.2/P



How can Senators prepare for this work?

It's been a rough ride!



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**

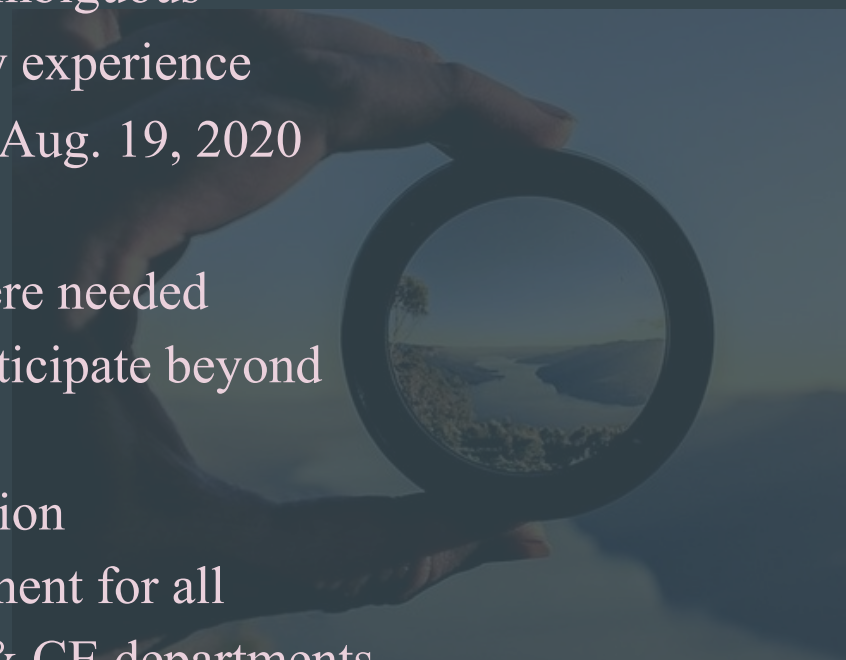
**Jan-Mar 4
2020:
Resumed**

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

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

**Jan 20, 2021:
Resumed**

Guiding Principles and Goals

- ❑ A P/p that is equity centered, clear, & unambiguous
 - ❑ A diverse, high-quality faculty with equity experience
 - ❑ Support Senate-endorsed [Title 5 changes](#), Aug. 19, 2020
 - ❑ Hiring process:
 - ❑ Confidential and transparent where needed
 - ❑ Checks and balances: faculty participate beyond screening/interviewing
 - ❑ Shared responsibility & cooperation
 - ❑ Consistency = fair & equal treatment for all
 - ❑ Flexibility for allied, academic, & CE departments
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- A hand holding a circular frame that shows a landscape view, symbolizing focus or vision.

The Senate's current draft includes these sections:

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



Previous sticking points

- ❑ **Composition of the SICs**
- ❑ **Participation of adjunct faculty members**
- ❑ **Participation of students**
- ❑ **Who may vote**
- ❑ **Departmental agency**
- ❑ **Relationship between EEO Plan and Policy**



The Screening & Interviewing Committee, other roles

- ❑ Departmental processes for determining committee members
- ❑ Diversifying committees:
 - ❑ Discipline faculty members
 - ❑ Non-discipline faculty members
 - ❑ Adjunct faculty members
- ❑ Students
- ❑ Voting v non-voting



What does the rest of the process include?

- ❑ Further work on May 2018 draft?
 - ❑ Re-agendize May 2018 documents
 - ❑ Entertain a motion to re-open and revise May 2018 draft
- ❑ Review materials on Senator Resources page
- ❑ Laura Schulkind (March 19, 2021, 12-3 p.m.)
- ❑ Discuss further changes
- ❑ Senate approval of final draft



Should 4.3.2/P include a Preamble that expresses our values?

Write our own statement? Borrow from [Title 5 changes](#), (effective December 6, 2020)?

“It is the intent of the Board of Governors that the statement on Diversity, Equity, and Inclusion [...] be the official position of the Board of Governors and the California Community Colleges on their commitment to diversity and equity in fulfilling the system’s educational mission and that it should guide the administration of all programs in the California Community Colleges...”



How can Senators prepare for this work?

- ❑ Review materials posted on the Senator Resources page
 - ❑ May 2018 draft
 - ❑ Review May 6, 2020 draft (4.3.2-P)

- ❑ Attend training with Laura Schulkin on March 19th



Where does 4.3.2/P go after Senate approval?

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

