

Senate Report for April 6th

Thank you President Thompson, Executive Cabinet, and Senators,

The Job Announcement (JA) Taskforce has been working since the end of the spring '21 semester on the Senate's charge of the taskforce. Our charge was, by a specified date, solicit comments and ideas from the faculty, research effective practices, and present to the Senate ideas for consideration and possible endorsement.

Since our last Senate report we have reviewed and analyzed the feedback from the faculty. We have consolidated, added, and emphasized areas of improvement for the JA and identified areas of the JA that fall under HR's purview (legal requirements), Department/discipline's purview, and the District's purview. We want to emphasize these are ideas and suggestions to improve the JA, not requirements.

A few of the ideas are to make the JA shorter by consolidating language, making the language friendlier, and using sincere, neutral language. There were suggestions for departments to emphasize ways perspective faculty can connect with the department such as through projects, committee work, and conferences. Specify the department expectations (within the definition of Job Description found in the AFA Contract), stress discipline expertise, and define "currency in field" within the discipline. There were suggestions for the District to provide a picture for perspective faculty regarding the diverse student body population, programs (HSI, certificate programs, etc.), the Strategic Plan, and sustainability. We also want to emphasize that the diversity prompt (a minimum qualification) needs to be updated.

We are going to provide our report and ideas to the Senate and look to the Senate for consideration and possible endorsement.

Thank you,
Roy Gattinella, George Sellu, Laura Sparks, Catherine Williams, & Kat Valenzuela