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

...

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
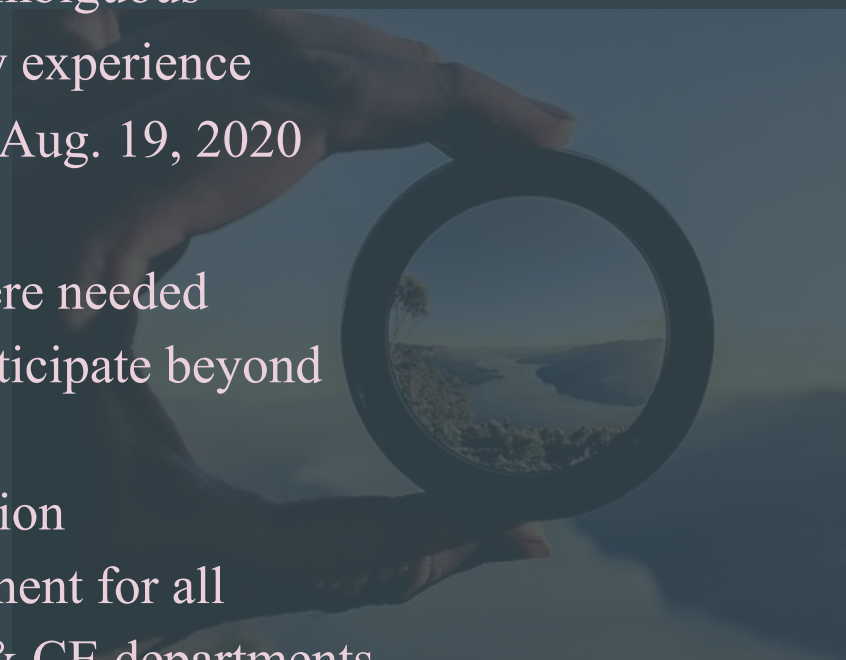
Jan-Mar 4 2020: Resumed

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 <u>Title 5 changes</u>, 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

The Senate's <u>current draft</u> 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 <u>Senator Resources page</u>**
❏ **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 <u>Title 5 changes</u>, (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 **<u>commitment to diversity and equity in fulfilling the system's educational mission</u>** 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**