

Preamble to Equivalency Policy Changes

This academic semester under COVID-19, during which we have had 35 faculty recruitments occurring, has been certainly a special circumstance. However, our equivalency process at SRJC is usually busy, often year-round, and demands a workload from the faculty members that is much heavier than most or all other committees. With the added pressure of so many recruitments, it has become nearly impossible this semester to follow the timeline stated in policy, and has been onerous for the members.

Therefore, we feel that an expansion of the committee to spread the workload is urgent. There are many other issues about equivalency to faculty minimum qualifications that need to be addressed, but those require more discussion of the full senate. So, the agenda item for May 6, 2020, proposes *only to revise that part of the policy*. The other revisions will be brought to the full senate in the fall.

I have included the standing draft of these more extensive changes so that senators can mull them over and consult with their constituents in advance of discussions in the fall. Some highlights of discussion items in this policy follow, but are not exhaustive:

- As it is, there is one administrator as a voting member of the committee. Should this be changed since determining equivalency to faculty minimum qualifications is a decision of the governing board for which it must, according to Title 5 § 53430 (b), rely primarily on the judgement of the Academic Senate.
- The form candidates fill out to apply for equivalency states that candidates have a “right to appeal” if they are denied equivalency by either the Academic Senate Committee or the District. This is not mentioned anywhere in policy/procedure, and no known document specifies how and to whom a candidate is supposed to appeal. How should the appeal process work?
- The policy/procedure does not give clear guidance to candidates about their responsibility to provide evidence and what kind of evidence is necessary. Should specifics be added to the procedure?

Eric Thompson
Academic Senate President, SRJC
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