

The State of the State (note abbreviation ASCCC = Academic Senate for California Community Colleges)

- **Area B, Foothill College, March 27, 10:00-3:00**

*Guests in Attendance: Chancellor Eloy Ortiz Oakley; ASCCC President John Stankas
RSVP to Tristan Frazier*

- **Plenary April 16-18, Oakland Marriott**

Sold out, but pay attention to resolutions and give us your opinions

- **Guided Pathways**

The Scale of Adoption Assessment (SOAA) is due March 1st. This form, which must be certified by the Academic Senate President and College President, is the condition without apparent consequences, of getting the rest of the Guided Pathways money. We certified a draft last year and now we are in the process of filling it out again. It will reflect what we are doing and plan to do with Guided Pathways. I will arrange for a copy to be made available to you and your constituents. There will be a webinar on the SOAA put on by the ASCCC Guided Pathways Task Force, of which I will be a co-author and co-presenter (ASCCC Guided Pathways webinars are every other Wednesday 12:00-1:00).

I volunteered to be on this Task Force so that I would have a front-row seat of how Guided Pathways is being implemented, and so I could have a voice and role in shaping the narrative.

- **Interrelated Themes**

A principle focus of the ASCCC this year is **faculty diversification**. This goal of the ASCCC touches on Faculty Hiring as well as Equivalency to the Minimum Qualifications for faculty. In addition to the Guided Pathways Task Force, I am also a member of the ASCCC **Standards and Practices Committee**. We had a five-hour meeting yesterday and among the things brewing, that we are working on, are revisions to the **Discipline's List** and process for revising the Discipline's List, and revising the **Equivalency Paper**. One of the burdens driving the revisions is the recognition that the Discipline's List is very difficult to keep fully up to date because it is so big, and because some of the MQs are out of date or unnecessarily restrictive, they are a barrier to faculty diversification. Faculty who have degrees that are similar or even identical to those on the list, but that have different titles, are often referred to the equivalency process, which becomes another barrier to diversification, having as it does the effect of shrinking hiring pools. We learned in our meeting that there are districts that on principle, never grant equivalencies for anything. (!) The ASCCC guide itself says that the granting of equivalencies "should be rare." Those poses particular barriers for CE.

- **SRJC's standing in relationship to these things.**

As we heard on PDA from Dr. Chong, we have seen a significant increase in the diversity of faculty—much more than the state average. I have also learned that many in many colleges, the Academic Senate plays no role whatever in faculty hiring policies nor in equivalency. It was further reported to me that some Senate leaders never even see their college's EEO plan, let alone give any input. I came away feeling pretty good about what we do. Of course we can always do more. But in comparison, we do pretty well. It was suggested that I write an article for the Rostrum making a case for Senate purview in these matters, which I, of course, agreed to.

Eric Thompson