Senate Proposal for Change

Issue: The EODAC (Equal Opportunity and Diversity Advisory Committee) Committee has received several concerns regarding the inconsistency and lack of thoroughness from the SD (Staff Diversity) Representatives on faculty screening committees. As a result, there have been situations that have required that the screening committee be dissolved and re-constructed; a delay in meetings for the screening committees – trying to find mutually agreeable meeting dates; numerous reports of “...that is not how we did it last year...”, and numerous reports of breach in confidentiality.

Background: Staff Diversity Reps are assigned to each screening committee, and are listed in Board Policy as a requirement for the make up of each faculty screening committee. The EODAC committee trains faculty Staff Diversity Reps, the reps are from the different disciplines, yet there is not a good representation from the various disciplines. It is a challenge to recruit faculty to provide sufficient reps without having to impose on the current reps to serve on more than one screening committee. The Board Policy Manual does not indicate the level of involvement for the Staff Diversity Reps, such that having the EODAC Co-Chair serve in the proposed capacity would suffice this requirement.

Opposing Views: Without having the SD Reps serve on the screening committees there is no guarantee that the screening committees will adhere to the screening/hiring procedures. Diversity hiring will not be considered and/or advocated.

Solution: Thus, it is recommended that the Staff Diversity Rep for all faculty positions be the Faculty Co-Chair of EODAC. The EODAC Faculty Co-Chair would meet with the administrator and department chair of those positions that have been approved in one meeting. In that form all would hear the same message. A check-off sheet listing the required items for the screening process would be developed, like confidentiality, review of the job announcement, development and review of interview questions, reference checks, etc.. And, this sheet would include a space where the Staff Diversity Rep, the Department Chair and the area Administrator would sign.

Rationale: After the passage of Proposition 209, the Staff Diversity Reps on screening committees are no longer able to report whether the applicant pool or the interview pool are adequate in terms of diversity. Thus, the SD Rep brings no “diversity” value added to screening committee. And, the present duties in the SD training for committees are Human Resources items. Although, the Board Policy Manual requires a Staff Diversity Rep, it does not indicate the level of involvement for the Staff Diversity Reps, such that having the EODAC Co-Chair serve in the proposed capacity would suffice this requirement.

Submitted for your consideration by
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