

District Academic Senate  
April 27, 2016 2PM  
De Anza College Adm #109

In attendance: Carolyn Holcroft, Isaac Escoto, Patrick Morriss, Paul Setziol, Randy Bryant, Amy Leonard (DA), Ram Subramaniam (DA), Mayra Cruz

Members reviewed and approved the February 24, 2016 meeting notes.

The review of the 2/24 meeting notes resulted in the following discussion.

- Board Policy 35120 Workplace Violence – The Foothill Senate is holding off at the request of Faculty Association. The De Anza Academic Senate is “on board” with proposed changes, but need to clarify the Faculty Association’s position and report back to the senate.

Follow-up: Mayra Cruz to clarify with Rich Hansen and bring information back to the De Anza Academic Senate.

- Academic renewal currently not allowed for a single class. Suggested policy language to be drafted.

Follow-up: Isaac Escoto to bring a draft policy recommendation to the district senate.

It was reported that De Anza College Academic Senate approved the formation of a **common assessment & multiple measures steering committee**. The initial meeting is scheduled for May 13, 2016. Patrick Morriss described the Foothill Assessment and Placement ad hoc committee activities and personnel.

The group engaged in the review of the **district full-time faculty hiring policy and procedures**. Mayra Cruz provided a background and the charge to committee formed with faculty representation from De Anza and Foothill, and District Academic Senate members; need to confirm Foothill’s out faculty representation. Others members can be added when appropriate.

The committee will compare each college’s procedures against the approved district policy/procedure to determine how each adheres, and discuss potential and/or proposed changes. Paul Setziol reported that the last review of the policy and procedures was done in 1991. The members will need a rubric or checklist to review with an equity lens. Members will also like to research best practices to include once we determined which areas to change. Members provided examples of potential difference and areas to change: role of the academic senate in the selection of the committee, emergency hires, hiring committee diversity, the dean’s role; EO training for everyone who serves in a hiring committee.

Ideas noted:

- Policy to be permissive in forming search committees
- SC members other than discipline faculty was discussed.
- It was suggested that the district senate attempts to identify college and departmental practices outside the existing policy. For instance, role of senate in terms of faculty appointment, in consultation with discipline faculty.
- A documented senate position or rubric for equity and diversity consideration of search committees would be helpful.
- Dean's role of interacting with senate was also discussed.
- We are moving toward training all search committee members in EO procedures, could allow for duplicate roles.

- Part-time pool district wide; re-employment preference is division-specific, do the colleges rely on each other's part-time hiring procedures?
- "Emergency hiring"

Members began the revision of the document (see document).

For the Good of the Order, the need to bring back the discussion of priority registration for Athletes (DA) was shared, and the need to have a conversation with FA on reassigned time for faculty involvement at a director level. The discussion of PGA for EO reps was deferred (Mayra Cruz to address with Rich Hansen).