



MINUTES

EEO & DIVERSITY ADVISORY COMMITTEE MEETING

April 11, 2018 – 2:00 P.M.

Board Room

MEMBERS PRESENT

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| ✓ Clint Dougherty, Administrative Rep (Chair) | ✓ Linda Amidon, Confidential Rep |
| ✓ Dave Drury, Administrative Rep | ✓ Sheila Dorsey-Freeman, Alt Confidential Rep |
| ✓ Lennor Johnson, Alt Administrative Rep | |
| | Jeff Cantwell, Management Rep |
| Norma Nunez, Faculty Rep (Co-Chair) | Becky Green, Alt Management Rep |
| ✓ Robin Staton, Faculty Rep | |
| Pat Pauley, Alt Faculty Rep | ✓ Steven Rosas, Student Representative |
| | Vacant, Student Representative |
| ✓ Yethel Alonso, Classified Rep | Vacant, Student Representative |
| Silvia Murray, Classified Rep | |
| Frances Arce-Gomez, Alt Classified Rep | ✓ Gloria Arrington, Resource |
| | ✓ Martha Bandivas, Resource |
| ✓ Michael Capeci, PT Faculty Rep | |
| ✓ Joe Henderson, PT Faculty Rep | |

Recording Secretary: Jessica Waddell

I. CALL TO ORDER/WELCOME REMARKS

The EEO & Diversity Advisory Committee Chair Clint Dougherty called the meeting to order at 2:06 p.m. and welcomed the members.

II. APPROVAL OF MINUTES DATED March 5, 2018 & March 12, 2018

M/S/C Capeci/Alonso to approve the minutes of the meeting on March 5, 2018 and March 12, 2019 with a note that the AP presented did not reflect all changes made and will be updated at this meeting and that more information be provided in the future.

Motion carried.

III. 2ND READING OF AP 7120 – RECRUITMENT AND HIRING

The committee reviewed the AP from the beginning to ensure that all changes from the March 12th meeting were reflected and then continued the review.

Committee discussed the committee membership outlined in the AP. The Educational Administrator membership was discussed in greater depth.

Chair Dougherty clarified that the changes presented have not been because of issues but that the process needs to be inclusive and put into writing and that.

Chair Dougherty stated that the committee membership is not about management rights but rather having a committee make-up to help select the best candidate for the position.

Member Staton asked for the committee to vote on the language that will be put in the Faculty membership for educational administrator.

Committee agreed that the language for Educational Administrator would state that Academic Senate would “recommend” a faculty member.

Committee continued review for all other committee membership make-up.

Committee discussed in greater detail the process for screening minimum qualifications for faculty positions along with the equivalency process.

Chair Dougherty stated that Academic Senate could review this part as it is part of the 10+1 and provide a recommendation. The committee agreed.

Chair Dougherty stated that the HR office will review the Travel and Moving Expense Reimbursement section to ensure accuracy before sending to Academic Senate. Committee approved.

M/S/C Drury/Freeman to approve the recommendation of the AP 7120 with the acknowledgement that the sections pertaining to faculty are subject to Academic Senate.

Motion carried.

IV. 1ST READING OF EEO PLAN

Moved to next meeting

V. FUTURE MEETING DATES

April 16, 2018

April 23, 2018

April 30, 2018

VI. ADJOURNMENT

Chair Dougherty adjourned the meeting at 4:08 pm