

HRC Senate Report for 2/14/23

In the District Human Resources Committee (HRC), we had been working on revising the Administrative Regulation (AR 7120.1) on Faculty Hiring. This AR is the official process for hiring RSCCD faculty. It's written in CA Ed code, Section 87360 b) that ..."hiring criteria, policies, and procedures for new faculty members shall be developed and agreed upon jointly by representatives of the governing board, and the academic senate, and approved by the governing board." If there is not joint agreement between administration and the academic senate, then nothing changes.

On November 9, 2022, HRC approved a final version of the AR. In January, the AR was presented to District Council as the version that HRC had approved but there was additional language added by administration that HRC had not seen. The new language that appeared in the AR pertains to final interviews with the president and reads as follows:

"In alignment with the District's commitment to equal employment opportunity, final interviews shall not include members of the screening committee." It also said that, "The final interviews will include the College President and, at the discretion of the College President, other representation such as vice president and faculty as advisory votes."

The AR was approved by faculty on District Council under the false pretense that all language had been approved by HRC. The AR was eventually approved by the Board of Trustees.

At the HRC meeting on 2/8/23, I raised concerns about the additional language and after discussion, HRC faculty requested that it be brought back to HRC for review. Administration did not want it to be brought back for review and in a split vote of the committee, the request did not pass. After learning about this, SCC Senate President, Professor Craig Rutan, contacted the Vice Chancellor of People & Culture, Cheng Yu Hou, and withdrew the SCC Senate's support of the AR. Then the Vice Chancellor decided to bring it back to HRC for discussion at the next meeting in March.

There are concerns with this new language and how it came about.

1. In past practice, the faculty and administrative co-chairs of the screening committee have been invited to the final interview to provide information and answer questions about the candidates.
2. When administration goes around our process and misrepresents the work of a participatory governance committee, it promotes distrust with administration.

Thank you.

Respectfully submitted by,
John Zarske

On a side note, as we move forward on hiring new faculty, it's really important that all department chairs and faculty on screening committees be familiar with our hiring process. If you are on a screening committee, pay close attention to AR 7120.1.