STAFF EQUITY COMMITTEE
MINUTES
March 19, 2009
English Lounge

Members: Cindy Vyskocil, Diane Bangs, Lee Douglas, Byron Breland, Bill Brazda, John Downey, Lillian Justice, Monica LaBenda

Absent: Vincent Riojas, Alta Costa, Julie Kossick, Kathie Atwood, Corinne Magdaleno, Spencer Montgomery, Karyn Daniels; Donna Rafanello

I. Approve January 22, 2009 Minutes

II. Clarification of Staff Equity Sub-Committees:

- There are no longer any Staff Equity sub-committees at this time. The tasks assigned to the sub-committees will remain on the list for the future.
- The entire Staff Equity Committee is now involved with the creation and implementation of the Faculty Mentor Program.
- There is a Part-Time Faculty Hiring Regulations Revision Committee that is comprised of Cindy Vyskocil, Diane Bangs and some Staff Equity Committee members that are faculty, but was not officially a sub-committee of the Staff Equity Committee. Lee Douglas and John Downey asked to be included in this committee.

III. Faculty Intern Program: review and discussion

- Cindy Vyskocil thanked Bill Brazda for asking probing questions regarding the Faculty Mentor Program, at the last meeting. These questions sparked conversation regarding issues that need to be addressed before presenting the Program to the Academic Senate.
- Diane Bangs will work on the Intern Application revision.
- J-son Ong will email the Executive Summary to the Members so they can review and revise as necessary.
- Discussion regarding the minimum qualifications for the interns included: a) how recently the intern obtained their degree; b) how far into the Master’s Program the intern is.
- Discussion regarding the Intern Selection Committee: a) how many members are on the selection committee; b) how many members of the selection committee are in the specific discipline. There is some concern that too many members of the selection committee in the discipline may promote nepotism and reflect a hiring procedure that is too similar to the current hiring process.
- Byron Breland believes that consistency of data is important to show program success. Cindy will provide data to show program success at Palomar and L.A.
- Bill Brazda recommended that a “Rationale” was necessary for the Program. The rationale has to be solidly connected to the Staff Equity Plan. A possible rationale: “to ensure effective and comprehensive processes to show, through our recruitment program, that Long Beach Community College District is creating optimum outreach to a diverse population, in an effort to hire effective, passionate, long-term teachers that will support our student’s success”.
- Diane Bangs will get the rationale from Palomar College.
- The Academic Senate’s definition of Diversity will be used for the Program.
- Discussion regarding the Fall 2009 kick off being too much for faculty to handle. Possible solution: a) “Pilot” program in Spring 2009 as the kick off when interns would not be teaching; b) the first one could be from CSULB only; and c) there could be a limited number of departments involved.
• It was agreed that a meeting in April is necessary to finalize the Program that will be presented to the Academic Senate. That meeting will be April 2, 2009 at 3:30 p.m. in V111.

Adjournment

Next meeting:  
April 2, 2009  
3:30 – 5:00 p.m.  
HR Training Room – V111