STAFF EQUITY COMMITTEE
MINUTES
April 2, 2009
HR Training Room – V111

Members: Byron Breland, Cindy Vyskocil, Corinne Magdaleno, John Downey, J-son Ong, Julie Kossick, Karyn Daniels, Lee Douglas, Lillian Justice, Monica LaBenda

Absent: Annalisa Iglesias, Diane Bangs, Donna Rafanello, Hurtie Chukwudire, Kathie Atwood, Marty Alvarado, Spencer Montgomery, Vincent Riojas, William Brazda

I. March 19, 2009 Minutes approved with the following changes: change second II to III; change sixth bullet under III to read, “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.”

II. Cindy has met with department heads on the certificated hourly faculty hiring process. Language recommendations have been made and will be reviewed again prior to presenting to this Committee.

III. Outreach and Recruitment: Cindy previously charged with two tasks: mini-rational and data

A. Mini-Rational

Faculty Mentor Intern Program (proposal)
In the fall of 2007, the Academic Senate at Long Beach City College formed a Staff Equity Task Force. As a result, the Staff Equity Plan was created which proposed the development of an LBCC Faculty Intern Mentor Program. The goal of the LBCC faculty intern mentor program would be to ensure that the College has effective and comprehensive processes in place to broaden our array of recruitment programs. Such an outreach effort actively demonstrates a commitment by the College to recruit and hire the most effective, innovative, long-term faculty members that will support our students’ success.

B. Data/Results: provided from SDICCA/Palomar and Project Match (see handouts to review statistics)

The SDICCA/Palomar program ran from 1994-2008, at which time the grant expired. It was a multi-district collaboration in Southern California. Project Match ran from 1991 to date, but statistics began in 2001 (from 18 interns in 2001 to 50 interns in 2009)

Cindy/Rose will prepare presentation (pilot) for Academic Senate and CPC (note: SEC is standing agenda item for Academic Senate). Discussion held regarding LBCC program ideas: maintain placement statistics, long term vision, job fair recruitment, continuous review/improvement, and compensation/stipend statement.

Draft proposal for certificated hourly hiring process will be provided at the next meeting.

Adjournment

Next meeting: May 7, 2009
3:30 – 5:00 p.m.
HR Training Room – V111