STAFF EQUITY COMMITTEE
MINUTES
November 4, 2008
HR Training Room V-111

Members: Cindy Vyskocil, Bill Brazda, Corinne Magdaleno, Diane Bangs, Donna Rafanello, Hurtie Chukwudire, John Downey, Julie Kossick, Karyn Daniels, Kathie Atwood, Lee Douglas, Lillian Justice, Monica LaBenda, Spencer Montgomery, Vincent Riojas

Absent: Annalisa Iglesias, Byron Breland, J-son Ong, Marty Alvarado

I. Cindy Vyskocil: welcome and introduction of all members; 9/29/08 minutes approved with one correction: 2/19/09 Robert Jensen, Fullerton College presentation is not a conference, it should be listed as “Other”

II. Lee Douglas: three year staggered terms for faculty membership – Lee Douglas, Karyn Daniels, Donna Rafanello (3 years); J-son Ong, Bill Brazda (2 years); and John Downey (Faculty Professional Development)

III. Recruitment Sub-Committee: break down recruitment document into three parts: full-time faculty, part-time faculty, and internship programs

A. full-time/part-time faculty – facilitate recruitment from part-time pool; create pool in HR at department level; notice part-time faculty of full-time opportunities; recruit from graduate programs; create teaching employment opportunities brochure; job weblinks with other organizations; part-time hiring regulations are currently being reviewed on another committee

B. internship/mentoring program – due to budget cuts, plan will go forward on a small scale; review Palomar College model; sub-committee will ready the faculty intern/mentor program for immediate roll-out; upon completion, new hire process will be reviewed/utilized for equitable part-time recruitment

C. January job fair (faculty): consensus to go forward with faculty recruitment brochure until which time the multi-use brochure is completed; outreach campaign to neighboring communities to increase classified applicant pools

IV. Dialogue Sub-Committee: consensus to adopt diversity definition developed by Academic Senate (February 2008), will revise as statement and post to website; involve faculty to adopt a yearly theme to integrate with syllabus (i.e., brown bag/panel discussions, theater productions, speakers related to theme, College Hour, department forums, writing workshops, flex credit, extra credit, Learning Community: Kofa, Puente, etc.); 2009-10 theme - Civil Rights; all ideas subject to funding

V. Other ideas to infuse diversity: contact Dr. James Sauceda (jsauceda@csulb.edu) - Multi-Cultural Diversity Center at CSULB (created incentive for connecting community, state, high school); NWC student performance may return to LBCC; Terence Roberts/Mendez Family pdf documentary; Whiteness/Privilege: need to incorporate race, class and gender; understand everyone comes from an aspect of privilege; less contentious/divisive way to teach inclusiveness; awareness of socio-linguistic influences and hiring

VI. Conference Report(a) – AACU: Kathy Each, Bill Brazda, Cindy Vyskocil; Tomas Rivera Policy Institute: Julie Kossick, HR participated in program/table with info from several areas of LBCC
VII. Lee Douglas: goals for 2008-09, return to sub-committee with the Timeline to determine priorities for current/next year

VIII. Spring 2009 meeting dates: given member restrictions, Cindy will prepare future dates and notice Committee

Adjournment

Next meeting: December 2, 2008 (CANCELLED)
3:30 – 5:00 p.m.
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