

**Joint Resolution –
Cuyamaca College Academic Senate & Grossmont College Academic Senate**

New Confidentiality Statement & Procedures for Hiring Regular Faculty

Whereas, the hiring of full-time tenure track faculty is paramount to providing quality education to ensure student success;

Whereas, Education Code, Section 87360 provides that the hiring criteria, policies, and procedures for new full-time 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;

Whereas, Education Code, Section 87360 requires that the existing district process remain in effect until a joint agreement is reached and approved; and

Whereas, the current process for participation on a full-time faculty search/screening/interview committee has been changed with the implementation of a new confidentiality statement that incorporates hiring procedures that have not been agreed upon jointly;

Resolved, the Academic Senate of Cuyamaca College and the Academic Senate of Grossmont College jointly request that use of the new confidentiality statement be suspended and the old form reinstated; and

Resolved, that any proposed revisions be vetted through the district's shared governance structure to ensure compliance with Education Code, Section 87360.

Questions for DE and SLO Coordinator Selection Process

DE Coordinator questions:

- Looking at the job description and the Distance Ed Plan, how do you prioritize your tasks for Grossmont's Distance Education? In other words, on which duties will you begin to place your greatest efforts? Next?
- What strategies, or organizing efforts, will you use to evaluate and implement the Distance Ed Plan?

SLO Coordinator questions:

- Looking at the job description, the "Student Learning Outcomes Progress Report" (see http://www.grossmont.edu/academic_senate/slo.asp), and our SLO information provided in the 2007 Accreditation Self Study document, how do you prioritize your tasks to move Grossmont College forward on SLOs? In other words, on which duties will you begin to place your greatest efforts? Next?
- What strategies, or organizing efforts, will you use to create, and then implement, an SLO Plan for Grossmont? What timeline would you develop?

2007 Accreditation Team Results

Commendations:

1. Pamela Amor for her work as liaison
2. Faculty, staff, administrators, and board for participation in the process during a crisis
3. GAP program
4. Library for creative resourcefulness
5. Faculty for developing curriculum and educational programs through a rigorous process

Recommendations:

1. College needs to establish a timeline for development and assessment of SLOs at the course/program levels and incorporate those into the curriculum
2. College needs to work with the district to establish policies/practices in human resource planning with respect to diversity in hiring to reflect demographics
3. College must review and revise institutional planning processes; timing must be widely known and understood
4. District, in consultation with the college, needs to communicate expectations in educational excellence and link allocation formula to district and college plans – tie to curricular effectiveness and review regularly (in other words, close the link)
5. District needs to develop policies and procedures that enhance presidential responsibilities and clearly delineate evaluation processes for president
6. District needs to review its function and goals, ^{self-evaluation} the district services to the college, and annually evaluate the shared governance processes
7. The College, District, and Chancellor must improve the relationship amongst constituent groups for the betterment of the students.