

EEOAC MEETING  
November 26, 2007  
Human Resources Conference Room

Present:	John Gallant	Robin Huber
	Terrie Lopez	Georgina Guy
	Maggie Cordero	Alva Acosta
	Ellen Horvath	

The minutes of the meeting of October 15, 2007 were presented. Robin Huber moved approval and Alva Acosta seconded. Hearing no opposition, the minutes were approved.

The Committee reviewed the material that has been covered, without objection, in the Fall 2007 semester. Cynthia Convey assured the Committee that an EEO website would be established by the end of 2007 or the first meeting in the month of January 2008.

Cynthia Convey stated that a large part of the EEO Plan is the establishment of what it is the Committee hopes to accomplish through the Diversity Plan. Encouragement and support of diversity in the workplace is the goal of the Diversity Plan and the Committee. However, the nature of the encouragement and support in the selection process must comply with Prop 209 and the title 4, section 53000 et seq.

Part of understanding these goals is looking at the data concerning our hiring and retention patterns. Alva Acosta stated that it would be helpful if the Committee could take a look at the data/demographics of the employee population and the record of hiring from the 2000-2001 year through the present.

Cynthia Convey stated that the Statewide Academic Senate did a study around 2000 which suggested that two things seem to improve diverse hiring: (1) having more than one diverse committee member on each selection committee and (2) training each selection committee together before the search process begins. However, neither of these areas are currently encompassed in our current hiring procedures. The committee also suggested that having a training video which the selection committee could review together would be beneficial.

The committee also reviewed the composition of current selection committees. The lack of part-time selection committee procedures was

raised. Robin Huber stated that Bryan Reece, President of the Faculty Senate, was working with Carlos Arce, Chair of the Hiring Standards Committee, to develop part-time faculty procedures. The committee looks forward to reviewing that material.

Cynthia Convey agreed to have statistical data for the committee to review at the next meeting.

Meeting adjourned.