

Ventura County Community College District
District Council on Human Resources (DCHR) Committee
January 28, 2010
10:00 a.m.

Present: Andrea Adlman, Michael Arnoldus, Jeff Baker, Susan Bricker, Erika Endrijonas, Ed Knudson, Valerie Lee, Patricia Parham, Ramiro Sanchez, Peter Sezzi, Jay Wysard

Absent: Robert Cabral

Recorder: Laurie Nelson-Nusser

Minutes:

Agenda Item	Summary of Discussion	Action (If Required)	Completion Timeline	Assigned to:
Meeting Opened	Patricia Parham opened the meeting.			
Approval of Minutes	<p>The Minutes of December 10, 2009, were reviewed with the following changes recommended: Page 2, 1st paragraph: the external auditors should be identified. They are Vavrinek, Trine, Day & Company, LLP). 3rd paragraph – insert “districtwide” in “Options to consider.” Pg 3, 4th paragraph, strike the sentence beginning, “Peter said” Review of Policy & Procedure box: Change Christa to Krista; and January 7th should be December. 0007 To 0002 To 02 Tw 30. 002 To 0002 To 02 Tw 30. 002 To 0002 To 02 Tw 30.</p>	<p>meeting.</p>	<p>February meeting</p>	<p>regarding the adopted districtwide equivalency procedure to be used for new applicants. It is expressed that there is a belief that the equivalency procedure triggered considerable discussion and explained that the adoption of the procedure and the audit of and independent actions. To ensure all faculty have the from the annual audit per</p>

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	<p>the end of February, which is a projected timeline. Patricia Parham said the process, after we have determined faculty employees that don't have their master's degree or minimum qualifications, requires clarification. The process for existing part time employees who apply for full time positions was agreed to at the last meeting. Local college equivalency committees would be formed and recommendations would be made accordingly. Patricia clarified that we were to address issues for immediate hires for spring and then decide at this meeting what to do for future hires. Jeff Baker stated there is an issue of faculty currently teaching without master's degrees that will no longer be qualified to teach and there is no legal protection for any faculty member. Not being able to recommend equivalency should not be the faculty's responsibility with no guarantee of institutional support. The District office should be required to support the Academic Senate Presidents if they have to make these decisions. Support is needed from college administrators and the AFT. A suggestion was made by Ed Knudson to establish guidelines to provide help to the local college committees. Ed Knudson inquired if we are going to consider work since date of hire as part of the existing equivalency, i.e. ongoing professional development, continuing education, etc., be considered in determining minimum qualifications. Patricia stated it is up to the faculty to make that decision. Patricia stated that HR will notify the candidates if they do not meet the minimum qualifications.</p> <p>MOTION: The results of the HR file audit, for those individuals that do not meet the MQ and request an equivalency, local college equivalency committees will review and forward their recommendation to the Chancellor.</p> <p>Guidelines for reviews will be referred to as "advisories" instead of guidelines to give back to the local committees as a point of reference. Patricia asked if this group would like to develop the</p>	<p>Moved by Ed Knudson seconded by Jeff Baker, and approved by all.</p>		

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they will be handled at the college with the full-time position.

Patricia clarified: for the record

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	timelines. Jay will go back and compare to accreditation standards/CCLC template and distribute again to everyone for comments before our next meeting.	accreditation standards/CCLC template. Distribute again for comments before the next meeting.	mtg.	

BP 73XX –
Emeritus
Status

We do not recognize emeritus status unless it has been granted by