



Resolution 15.4.3 – San Diego Community College District SDCCD Hiring Procedures (Role of Equal Employment Opportunity (EEO) Representatives on Screening/Hiring Committees): (Rob Fremland)

1st Reading: April 20, 2015

Mover: Fremland

Seconded: Milner

Whereas there has been a recent increase in hiring and

Whereas it is extremely important that voting members on hiring committees are subject matter experts and

Whereas district policy 4200.1 section 4.3e says: The EEO Representative, who is a subject matter expert will be appointed by the District Equal Employment Opportunity Officer. The EEO Representative shall be certified by the District Equal Employment Opportunity Officer and will be a voting member.

Whereas it is unclear if an EEO officer who IS NOT a subject matter expert will be a voting member.

Be it resolved that district policy 4200.1 4.3e be amended to say: If the appointed EEO representative is NOT a subject matter expert, it is at the discretion of the hiring committee to determine if they will be a voting member.

Be it further resolved that the Mesa Academic Senate work with the academic senates at our sister colleges to make this revision to the district policy

For reference: http://www.sdccd.edu/docs/procedures/Human%20Resources/4200_01.pdf

Presented to the Mesa College Academic Senate: April 20, 2015

The Senate will invite a representative from Human Resources to be a guest speaker on the issue in fall 2015.

Approved by the Mesa College Academic Senate: