

Concerns & Suggestions Re: Equivalency Committee  
Villegas-Sandoval, April 2024

Several departments and divisions are reporting concerns and inconsistencies regarding the *functioning*, *structure*, and **conduct** of the equivalency committee.

These concerns and inconsistencies are also voiced by Catherine R. Medrano, tenured professor of sociology and member of the equivalency committee.

Major concerns are:

- The equivalency committee is not efficient, consistent/fair, or transparent.
  - The committee chair is currently not keeping up with paperwork or collecting signatures from committee members.
  - The committee is not effectively communicating decisions within the group.
  - Individuals are voting against equivalency yet missing meetings.
  - Voting is unclear.
- There is little communication both between equivalency committee members and between the equivalency committee and departments & hiring committees.
- There is little to no oversight or accountability in regards to how the committee functions or the decisions it makes.
- Lastly, individuals have reported presence of hostility, dismissal, and lack of group functioning. Please see the attached PDF titled, "CTE Equivalency Problems" submitted anonymously by a committee member. This document was loaded to our public website for about a month and was recently taken down.
- There is a lack of diversity in the committee itself.
- The committee requests/accepts little input from hiring committees or department leads.
- The committee should not remove its appeals process.
- The committee is not following ASCCC's Position Paper on "Equivalence to the Minimum Qualifications" (adopted Fall 2020):  
<https://www.asccc.org/sites/default/files/EquivalencyF20.pdf>

Recommendation: create an investigative taskforce that is completely independent of the equivalency committee. Meaning, this taskforce will not be appointed by any member of the equivalency committee nor will it include any members of the equivalency committee. This taskforce might include making modifications, including:

- Ensuring the committee reads the EEO statement before reviewing applicants
- Ensuring the committee has an EEO rep or someone from HR (this individual can read the EEO statement before reviewing applicants)
- Including an administrator, such as a dean
- Ensuring committee members undergo bias, sexual harassment, and workplace hostility training (mirror training standards of hiring committees)
- Assigning a secretary to report to AS instead of the vice president/chair of the committee to gain more objective reporting. This individual should be appointed through by a group vote of Academic Senate and not the VP
- Reevaluate who chairs the equivalency committee: perhaps through a vote in process; the position of chair should be open to all and any committee member

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- Create guidelines for professional conduct