

Proposal: Task Force on the Equivalency Committee

In response to comments and discussions at the April 10th, 2024, Academic Senate meeting, and to give both the Equivalency Committee and its detractors the best opportunity to resolve issues and concerns, it is proposed that a task force be convened.

According to the Governance Manual:

“Task forces are formed to create a venue for dialogue and work on topics or projects that require timely and concentrated energy. Instead of being required by law or regulation, these groups are charged by the Superintendent/President or a governance group to perform specific functions that benefit the entire District. Membership on task forces is either voluntary or by appointment. Task forces are not ongoing; when a specific project is completed, the task force is dissolved.”

The task force is charged with gathering information and presenting recommendations on the processes and procedures of the Equivalency Committee. The following is specifically proposed:

- The task force should consist of up to 5 full-time faculty, preferably senators, and is recommended to include at least one EEO (Equal Employment Opportunity) person and one COSTA representative.
- The task force should elect its chair at the first meeting and develop its own procedures to accomplish its task.
- The task force should, if possible, consist of impartial and unbiased parties and should not include current or former Equivalency Committee members nor current or former complainants to the committee.
- Because the Equivalency Committee functions as part of the hiring process, the task force should be able to seek legal advice as necessary. Brent Calvin has already agreed that if the task force is approved, the District will facilitate access to legal opinion when requested by the task force.
- The task force should be empowered to interview all interested parties and review processes, procedures, meeting agendas and minutes, etc. to gain a clear and fair picture of the concerns from all sides.

Task forces are identified in the Governance Manual as “requiring timely and concentrated energy.” It is recommended that the task force convene before the end of the 2023-24 academic year and conclude its charge by the end of the Fall 2024 semester.