



HRS PLANNING COUNCIL
MINUTES
April 13, 2004

The meeting of the Human Resource Services Planning Council was held on Tuesday, April 13, 2004, in room SU-18. The meeting was called to order by Dr. Miyamoto at 3:30 p.m.

Roll Call

Members Present: Jenny Akins, Eloisa Castro, Nancy Horio, Dr. Jack Miyamoto, Kathleen Morrison, Patrick O'Brien, Jennifer Paris, Mary San Agustin,

Members Absent: Terri Canela, Carmen Eckman, Suzanna Grenz

A. Minutes

1. The Committee approved the minutes of March 23, 2004.

B. Old Business

1. Final Discussion on Action Plan to Improve Diversity of Faculty Hiring

The Committee continued discussing new ideas on how the College might improve its diversity in faculty hiring. Jennifer Paris commented that we need to identify who we are educating. We need to make people feel welcome and do more outreach to the community. Jennifer also noted that City College of San Francisco has a guide to diversity practices in California Community Colleges entitled, "We Could Do That" on their website. She suggested that we review that document.

Mary San Agustin said the District's website should reflect more diversity in the pictures shown. She said that we need to market the diversity of the surrounding community, we don't do that enough when recruiting faculty. Mary also suggested looking into marketing in the "Scout" at Camp Pendleton. Patrick O'Brien felt that we could get a template for pictures on our website....perhaps call it "Faces at Palomar."

Nancy Horio said the District needs a new recruitment booth when we go to job fairs. Jennifer Paris said that we have a great graphics department and we need to use them more. Patrick suggested that the college might look into having a "generic poster" so that people would instantly recognize it as Palomar College.

Patrick questioned whether departments know the diversity of their areas. Jack said that Human Resources does not send that type of information to departments. Patrick said that HR should consider developing an information piece that would provide that information. Jack suggested that this would be a project for the College EEO Advisory Committee. Kathleen suggested that we have a "Palomar College embraces diversity" theme.

Jack will prepare a draft of all the suggestions to report our work to the SPC in May.

C. New Business

None

The meeting was adjourned at 4.30 p.m. The next meeting is scheduled for April 27, 2004.