



Equal Employment Opportunity Advisory Committee *MINUTES*

May 6, 2021

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on May 6, 2021, via Zoom. David Montoya called the meeting to order at 3:02 pm upon establishment of a quorum.

Roll Call

Members Present: Shawna Cohen, David Montoya, Monique Dumbrique, Annie Lee, Linda Locklear, Susan Snow, Christine Winterle, Robert Threatt, Jose Ramirez, Kalyna Lesyna, Shelbi Morales

Absent: Elise Lindgren, Tucker Grimshaw, Teresa Quainoo,

Recorder: Maria Zapien Rangel

I. Approval of Minutes

The minutes from the meeting of March 4, 2021 were approved with one abstention. (LL/JR)

The minutes will be posted on the Palomar College website at:

<http://www2.palomar.edu/pages/eeoc/minutes-and-agendas/>

II. New Business

AP 7120

VP Montoya met with Rocco Versaci, Faculty Senate President, to discuss AP 7120. Faculty pieces of AP 7120 will go through the Diversity, Equity and Cultural Competence Committee's (DEqCC) first for review, thereafter, it would go through EEOAC. There are eight faculty member volunteers on DEqCC.

The Chancellors Office put out a report regarding diversity. This report will be shared with EEOAC.

AP 7120 was reviewed. The council reviewed, discussed, and provided the following feedback:

- Removing language about in-person interviews/teaching demonstrations to allow Zoom (or another telecommunication format) interviews to continue
- Suggestions from a council member: During faculty teaching demonstrations, students should be allowed to watch and give their input.
- Suggestion, but it would be up to Faculty Senate to agree: Only have one final interview for faculty positions, combining the Joint Selection Committee and the President interviews (adding the President to the Joint Committee)
- Changing "him/herself" to "themselves"
- Adding in language about selecting alternates, if possible, when selecting a hire
- Detailing out the pre-employment requirements new hires must complete
- Updating the part-time faculty section to reflect the current process of online applications
- Adding in language regarding HR needing to keep recruitment files for four years

III. Old Business

None.

IV. Other

None.

V. Adjournment

The meeting was adjourned at 4:03 pm.