

Yuba Community College District  
**Academic Senate**  
**APPROVED**  
**MINUTES**  
March 15, 2007

**Senators Present:** Rubiales (Chair), Nickolson (Vice Chair), Althausen, Correa, Galamba, Heaton, Kitchen, May, Ng-Hale, Parsafar, Schoenherr.

Senators Absent: Canto-Lugo, Willson.

In Attendance: Arce, Jensen, Syda

1. The agenda was approved. Minutes from the March 8 meeting were approved.
2. President's Report:
  - a. Rubiales, Galamba, and Williams met with Chancellor Harrington and other top administrators to discuss certain faculty vacancies. Policies and procedures are needed to streamline the Staffing Committee's tasks relative to certain mid-year positions that may be deemed "rollover." (For example, the current transfers or vacancies in psychology, counseling, and music.) The same parties mentioned above will meet again and report back to the Senate.
  - b. There will be a Board of Trustees Work Session at Southridge on July 17. Academic Senators are invited to attend.
  - c. At the March 12 Board Meeting, Kwest Engineering presented a possible site for the new Sutter County Facility of Yuba College. The location is 15 acres that begins just above Colusa Avenue alongside Highway 99. Other offers are being presented to the Board.  
An FTES report to the Board was generally positive, but one problem is that the American Military Institute is drawing students who would otherwise enroll in Beale Center courses.
3. The Senate turned to the issue of promoting diversity in the faculty hiring process, both in screening applications and interviewing candidates. Senator Gomez noted the current confusion in the District between the purpose and tasks of the Diversity Project Team and the EEO Program. Senator Nickolson made a motion that Al Alt be asked to make a report at the next Senate Meeting on the differences between these programs. The motion passed.  
Senator Ng offered a revision of the interview question to promote diversity. The question should be asked in all District interviews of full-time faculty. Senator Ng's statement, which follows, was distributed to all Senators: "Using examples, please identify, support, and discuss the sensitivities that one needs to possess in order to work effectively with members of diverse groups." After much

discussion, a motion was made (May, Gomez) to adopt the statement as written. The motion passed unanimously. Another motion was made (May, Gomez) that all faculty hiring committees will allocate 20% weight to the written diversity statement in screening all faculty applications ( i.e., 20 of 100) in order to promote diversity. The motion passed 6-4.

3-15 tm