

**INCLUSION OF FAIR EMPLOYMENT REPRESENTATIVES (FERS)
ON ALL FINAL FACULTY INTERVIEWS**

Whereas, VVC abides by the Chancellor’s Office *Vision for Success*, which puts equity at the core of its mission; *and*

Whereas, Diversity, Equity, Inclusion, Accessibility and Anti-Racism measures have advised from the Chancellor’s Office to be included and reformed within every aspect of the College’s policies, procedures, and planning initiatives including, but not limited to, the College’s hiring practices; *and*

Whereas, campus faculty are concerned about the finalists for Full-time faculty positions lacking a Fair Employment Representative in final interviews to ensure fair and equitable treatment of candidates; *and*

Whereas, the Academic Senate believes the inclusion of a Fair Employment Representative on final-level interviews of full-time faculty is critical to ensuring VVC is holding true to its commitment to Diversity, Equity, Inclusion, Accessibility and Anti-Racist initiatives;

Whereas, campus faculty are further concerned that decisions for full-time faculty hire are unilaterally determined by the President / Superintendent without consideration of Committee Chairs and faculty expert consultation; **be it THEREFORE resolved**

RESOLVED, the Academic Senate urges Human Resources to institutionalize the inclusion of a Fair Employment Representative on all final-level interviews for full-time faculty positions; *and be it further*

RESOLVED, the Academic Senate asks the President / Superintendent not make unilateral decisions outside the recommendation of the first-level hiring committees and the Committee Chair(s).

Submitted by: The Academic Senate Executive Board

Action:

Academic Senate Approval: March 21, 2023

Presented to College Council:

Forwarded to Board of Trustees: