



*ASSIGNMENT OPPORTUNITY ANNOUNCEMENT*

**Academic Senate Diversity, Equity and  
Inclusion Committee Faculty Chair**

*80% Assignment*

**Closing Date: December 17, 2021**

**Objectives of Assignment:**

Lead a committee of the Academic Senate that will engage students, alumni, faculty and staff, as well as external communities, in the development of recommendations to the Academic Senate regarding robust research, symposia, lectures, and curricular expansion on issues of diversity, equity, and inclusion in all disciplines.

**Description of Assignment:**

The Academic Senate Diversity, Equity, and Inclusion Committee Faculty Chair is responsible to support the committee in the development of recommendations to the Academic Senate as it fulfills its primary responsibility to make recommendations within the governance processes of GCC for the planning, coordination, policy development and implementation of diverse, equitable, and inclusive matters under the 10+1 purview of the Academic Senate. The 10+1 of the Academic Senate includes:

1. Curriculum including establishing prerequisites and placing courses within disciplines.
2. Degree and certificate requirements
3. Grading policies
4. Educational program development
5. Standards or policies regarding student preparation and success
6. District and college governance structures, as related to faculty roles
7. Faculty roles and involvement in accreditation processes, including self-study and annual reports
8. Policies for faculty professional development activities
9. Processes for program review
10. Processes for institutional planning and budget development
11. Other academic and professional matters as are mutually agreed upon between the governing board and academic senate

The Academic Senate DEI Committee will develop recommendations to the Academic Senate in relation to diversity as defined in terms of gender, age, ethnicity and race, and internationalism, as well as in terms of geographic origins, such as: urbanism and ruralism; socioeconomic background; first generation in college; reentry students, non-traditional students, sexual orientation, gender identity; religious beliefs; and political points of view.

**Supervision Exercised and Received:**

Supervision provided by the Academic Senate President and the Superintendent/President.

**Tasks and/or Activities Required:**

1. Organize and chair a minimum of one meeting per month of the Academic Senate Diversity, Equity, and Inclusion Committee during Fall and Spring semesters and ensure participation from each Division and other stakeholders.
2. Through the strategic use of institutional data and participation in Program Review: assess the effectiveness of diversity, equity, and inclusion planning; based on that assessment make recommendations to the Academic Senate DEI Committee for sustained continuous quality improvement in more diverse, equitable and inclusive instruction; and develop strategies to recommend to the Academic Senate DEI Committee to promote college-wide dialogue and participation in the integrated planning process to include a discussion of diversity, equity and inclusion.
3. Coordinate and plan with committee members to promote and recruit diverse populations for membership to be appointed by the Academic Senate.
4. Attend GCC partner committee meetings, as needed, to advance actionable items representative of Academic Senate recommendations related to equity, inclusion, and diversity; report to Senate and Senate Executive, collaborate with other college leaders on DEI efforts, advocate positions of the Academic Senate and the Academic Senate DEI Committee for DEI-related initiatives, provide DEI policy and strategy recommendations, planning support, and research-based solutions under the Senate's 10+1 purview.
5. Oversee the research, planning, development and execution of Academic Senate events and programs that are funded annually to support the mission of the Academic Senate DEI committee and academic innovation at GCC, such as:
  1. Annual conference/symposium on BIPOC Scholarship and curriculum development.
  2. High caliber guest speaker series with curriculum pairing and ancillary programming for students, faculty and staff campus-wide.
  3. Incoming student book program.
  4. Alternative programs for student scholarship domestically and abroad via conferences, workshops and residencies.
6. Participate in and/or attend on-going training, conferences and workshops to enhance contemporary understanding of diversity, access, equity and inclusion issues across demographics with the financial support of the Academic Senate and other appropriate college funds available.
7. Maintain an authentic network of multidisciplinary professionals who work within the mission of the Academic Senate DEI committee. Extend official invitations for guest presenters and act as campus host during conferences, speaker series etc. that have been approved by the Academic Senate
8. Serve as a resource to the Academic Senate for faculty/district negotiations regarding diversity, equity and inclusion.
9. Support the development of grants involving diversity, equity, and inclusion as approved by the Academic Senate DEI Committee and Academic Senate and following the college guidelines for grants.

**Preferred Qualifications:**

- Experience building issues of diversity, equity, and inclusion into curricula
- Experience promoting and convening panels and conferences on diversity, equity, and inclusion

- Experience in college governance and a sensitivity to the process by which recommendations made by committees are institutionalized
- Knowledge of the Academic Senate's 10+1 as it pertains to the Diversity, Equity and Inclusion committee's mission
- A documented history of diverse collaborations and network of academic professionals domestically and internationally

**Stipend and/or Released Time:**

80% released time fall and spring

Winter/summer stipends subject to review and approval by the Superintendent/President

**Term of Assignment:**

Three years subject to annual review

**Application Procedure:**

1. Interested faculty members should submit a letter of interest which clearly describes how the candidate is qualified to fulfill the duties of the position as listed on this announcement. The letter of interest must be received in the Human Resources Office by 4:30 p.m. on the closing date for consideration for this position.
2. A selection committee will interview the candidates for the position and make a final recommendation to the President of the Academic Senate.

*All activities related to this position in no way supplant contractual responsibilities such as office hours, committee assignments and curriculum revision and development.  
This position is subject to availability of continued funding.*

**Released Time/Extra Pay Assignment  
Application**



<p><i>APPLICATION FORM</i></p> <p><b>Position Title</b> <i>80% Assignment</i></p> <p><b>Closing Date: December 17, 2021</b></p>
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Attach Additional Sheets, If Necessary

<b>Name:</b>	
<b>Current Position at GCC:</b>	<b>GCC Telephone Extension:</b>
<b>Relevant Experience and Education:</b>	
<b>Other:</b>	
<b>References:</b>	

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

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