

Miller, Sarah C.

From: Salvaggio, Odette
Sent: Thursday, February 04, 2010 9:16 AM
To: Miller, Sarah
Subject: FW: Classified Hiring Process

From: Baron, Bruce
Sent: Thursday, February 04, 2010 4:00 AM
To: Salvaggio, Odette
Subject: FW: Classified Hiring Process

Odette, please let me know when Renee contacts you about this hiring process. Renee states that the new process will correct the issues that we are both concerned about but my reading of the document does not jive with Renees comments here. I will scan what she gave out at Chancellor's Cabinet last week so you can see it as well.
Bruce

From: Brunelle, Renee
Sent: Wed 2/3/2010 4:57 PM
To: Baron, Bruce
Subject: RE: Classified Hiring Process

Bruce,
We need to review this together, I am not aware of a 1994 procedure and nobody in my department has ever seen one. The only classified hiring procedure that is being used is a 2001 document which is actually a section from the old Affirmative Action plan and has been ruled unlawful by Prop 209. I am not sure we have to go back through the shared governance process. The Hiring Process document that I brought to Cabinet last Wednesday January 27, 2010 is the final draft that has been through the entire collegial process. The new process will correct these two issues that you are referring to. I will call Odette and set up a meeting with her to discuss her concerns and work with her.
Please let me know if that will work for you.

Renée Brunelle

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From: Baron, Bruce
Sent: Tuesday, February 02, 2010 5:59 PM
To: Brunelle, Renee; Shipp, Dio
Subject: Classified Hiring Process
Importance: High

Renee and Dio:

I believe we should consider following our 1994 procedure for classified hiring committees (minus any language that would now be deemed to not comply with updated legal issues) rather than follow a procedure that has not been vetted through the shared governance process. Specifically, Odette Salvagio has concerns with the limited role of the classified hiring committee working on the Theatre Technician positions. It is not her experience (nor mine) that the applications are pre-screened at HR and only those that pass the initial screening are sent to the Committee for interview. Also, it is my experience that the Committee develops the interview questions.

I understand from Dio that the change in our process had to do with inappropriate behavior on the part of past Committee members who may have skewed outcomes to favor a particular candidate. In my experience, each Screening Committee has a "fair practices observer" (or some other titled observer) who makes sure that nothing inappropriate happens within the Committee. I also believe that if we trust our staff enough to ask them so spend their precious time participating in these Committees we need to trust their integrity.

In this particular case, I understand from Dio that there were three applications and they were all qualified. You may want to personally call Odette and speak to her about this.

I suggest we bring the Classified Hiring Process document back to District Assembly and let the discussion continue in that forum. I believe it is best to use existing practice until new ones are established through the proper channels.

Thanks,

Bruce

Bruce Baron
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