

Memorandum of Understanding
between the
All Faculty Association
and
Sonoma County Junior College District
regarding

Special Assignment
Ethnic Studies Advisory Group
Selection Process, Job Duties, and Compensation

January 18, 2022

The District has created an ad-hoc special assignment for Spring 2022 for a four-person, Ethnic Studies Advisory Group, comprised of one faculty member for each of the following discipline areas: African American Studies, Asian American Studies, Chicanx and Latinx Studies, Native American and Indigenous Studies.

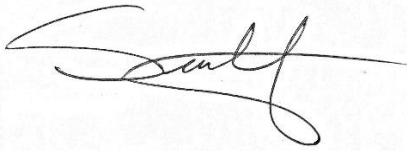
A. Job Duties. Ethnic Studies Advisory Group members will:

1. Provide discipline expertise to the Founding Chair of Ethnic Studies pertaining to African American Studies, Asian American Studies, Chicanx and Latinx Studies, or Native American and Indigenous Studies
2. Advise the Founding Chair of Ethnic Studies toward the formation of an Ethnic Studies Department in areas related to strategic program planning, program development, effective partnerships, and best practice from within the Ethnic Studies professional community
3. Inform the development of a multi-year, strategic plan for the Ethnic Studies Department
4. Advise communications crafted to apprise the College community and external audiences of the implementation of an Ethnic Studies Department at Santa Rosa Junior College
5. Make recommendations related to the scheduling of Ethnic Studies courses within the Fall 2022 schedule of classes
6. Provide consultation toward faculty recruitment efforts and retention strategies
7. Suggest resources, methodologies, and effective approaches for professional development programming in relation to Ethnic Studies
8. Inform the shaping of an innovative Ethnic Studies educational program model that aligns and integrates student services, learning support resources, faculty-led communities of practice, and other components in ways that optimize student learning, equity, and success.

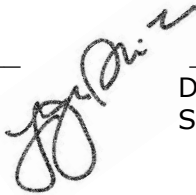
Selection Process. All faculty members are eligible to serve on the Ethnic Studies Advisory Group. The VPAA/AS will solicit all faculty members regarding their interest in serving in this special assignment. Faculty members will express interest by writing and submitting a letter of interest, not to exceed two pages. The Supervising Administrator for Ethnic Studies will confer with the Founding Chair of Ethnic Studies to review letters of interest and make a recommendation for final selection by the VPAA/AS. Preferred qualifications include: graduate-level coursework in one or more Ethnic Studies discipline areas, expertise in teaching Ethnic Studies courses, and experience in developing Ethnic Studies programs.

Compensation. Each of the four members of the Ethnic Studies Advisory Group will receive hourly compensation not to exceed 40 total hours in the Spring 2022 semester.

The facts and circumstances related herein and the conclusions and determinations made by the Agreement shall not establish a precedent or practice for any future purpose.



Sean Martin, President
All Faculty Association



Dr. Frank Chong, President/Superintendent
Sonoma County Junior College District