

## Requests for appointment to Equity in Faculty Hiring Institute, 2018

### 1. Joe Mangan

I feel that taking part in the hiring of Faculty and Staff is one of the more important, outside of classroom, duties and responsibilities that faculty members can fulfill. I have been asked to serve and chair on many departmental hiring committees over the 20 years I have been here at CSM. I was also very fortunate to have been one of the faculty members selected for the Vice President of Student Services and Vice President of Instruction screening committees when those two positions were most recently opened. I learned quite a bit from those two experiences. Those experiences reaffirmed what I have felt for a long time. That I am surrounded by a lot of smart and thoughtful faculty, staff and STUDENTS.

I would like to take this opportunity to express my interest in attending this upcoming forum as part of full-time faculty contingent. I believe my experiences on screening committees would be beneficial to the underlying mission of this project. I also believe that attending this conference would be of personal benefit to me. It would provide some substantial training and dialogue to add onto my experiences in the screening committee setting. Which I believe would help the committee's work in developing some viable practices and processes in increasing the diversity of our faculty. Thanks for your consideration of this request.

Joe Mangan  
Professor  
Kinesiology, Athletics and Dance  
College of San Mateo

### 2. Kate Williams Browne

I am writing you to express my interest in attending the **Equity in Faculty Hiring Institute**. As the President of the Skyline Academic Senate, I am both committed and actively involved in matters affecting faculty and in our College's efforts to bring Equity as a primary aspect of teaching and working at Skyline College.

Towards that end, I have worked with our College Academic Senate to create and pass a resolution endorsing this perspective and brought that to the SMCCCD Board of Trustees last semester. I am working with our College leaders to implement the actions we proposed. I am a part of this Spring's Equity Training Series, which has doubled its enrollment since last year. I have worked with both CSM and Canada College Academic Senates to bring this focus to all campuses. I have also joined the District EEOC Committee and promoted the FDIC program.

I hope that I can join the District team to attend the institute and continue the momentum we are starting to promote equity as part of faculty skillset and perspective in all matters.

Kate Williams Browne, Faculty  
Chair[ECE/EDU] & Academic President  
Skyline College