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Bernie Day emphasized that at the end of the day, the students will transfer the same – the multiple emphases will not be a limiting factor for transfer. John Fox added that he initially viewed the proposal as one (1) overarching ADT with the choice of emphases (e.g. general, race and ethnicity, sexuality and gender). While there is choice, all students will have some exposure to all three areas due to the overlapping core coursework.

Detailed Information: [http://www.foothill.edu/president/parc/minutes/parc2016-17/03.01.17/Social\\_Justice\\_Studies\\_ADT.pdf](http://www.foothill.edu/president/parc/minutes/parc2016-17/03.01.17/Social_Justice_Studies_ADT.pdf)

Due to the clarification needed, it was decided to push approval for the Social Justice ADT to April 19 (3<sup>rd</sup> Read for Approval). John Fox will work on a revised program creation proposal document that will clearly emphasize that this is one (1) degree with three (3) emphases to choose from.

#### **(8) FACULTY OUT-OF-CYCLE REQUEST – LIBRARY (1<sup>st</sup> READ)**

Kay Jones, the Technical Services Librarian, announced this fall that she plans to retire at the end of the academic year, and the Library is making an out-of-cycle hiring request to fill this position by Fall 2017. The request is based on: (a) the unique skill set of the Technical Services Librarian, (b) the particular role of the Technical Services Librarian in making library materials accessible, (c) increasing use of the Library, and (d) the contribution of the Library to the college's mission.

The full 'Statement of Need' can be found here: [http://www.foothill.edu/president/parc/minutes/parc2016-17/03.15.17/LIBR\\_OutofCycle.docx](http://www.foothill.edu/president/parc/minutes/parc2016-17/03.15.17/LIBR_OutofCycle.docx)  
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The out-of-cycle faculty hiring request addresses the following criteria: (a) sole full-time faculty member, (b) enrollment trends, (c) student impact and effect on ability to graduate, (d) programmatic considerations, and (e) relationship to institutional priorities.

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students to achieve their goals as members of the workforce, as future students and as global citizens. We work to obtain equity in achievement of student outcomes for all California student popul