



# HUMAN RESOURCES ADVISORY COMMITTEE (HRAC)

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## HUMAN RESOURCES ADVISORY COMMITTEE (HRAC)

Human Resources exists to provide services, assistance and resources to the current, future and retired employees of the Foothill-De Anza Community College District, to support those constituents in meeting their goals, to provide student learning and support student success. Human Resources is responsible for a wide variety of services and programs including employment services, diversity and equal opportunity, employee records, benefits, classification and compensation, employee/supervisor relations, performance evaluation, negotiations, policy development, shared governance, special assignments/reports/projects, implementation of contract agreements, and more. Some of these are service functions and others are control functions.

Because Human Resources exists to serve employees, it is critical that employees have the opportunity to evaluate and advise Human Resources in the development and refinement of programs and services. A Human Resources Advisory Committee can provide this important feedback.

### PURPOSE

To provide input to Human Resources for continued improvement in services and programs for employees; to improve communication between Human Resources and the employees it serves.

### Responsibilities of the Committee include the following:

- to identify issues of concern for response and action by Human Resources
- to evaluate Human Resources services in the following areas:
  - a) scope: what services, functions, programs should HR provide?
  - b) effectiveness: adequacy of information/services provided
  - c) quality: how well/general satisfaction services provided
- to assist in the development and ongoing review of a strategic human resources plan for the Foothill-De Anza Community College District

- to serve as a sounding board for Human Resources issues

The Human Resources Advisory Committee is not a "complaint center" nor should it be viewed as an advocacy group. It exists to provide advice on current and future endeavors of Human Resources and to provide constructive evaluation of the service provided.

### **MEMBERSHIP**

- Vice Chancellor of Human Resources and Equal Opportunity, chair
- Representative, Foothill Academic Senate
- Representative, De Anza Academic Senate
- Representative, Foothill Classified Senate
- Representative, De Anza Classified Senate
- Representative, Foothill administration
- Representative, De Anza administration
- Representative, CSEA
- Representative, Faculty Association
- Representative, ACE
- Representative, Teamsters
- Human Resources Representatives (2)
- Representative, Central Services
- Representative, Multicultural Staff Association

#### **Foothill-De Anza Community College District**

12345 El Monte Road  
Los Altos Hills, CA 94022  
District Phone & Contacts Directory

#### **Departments**

- BUSINESS SERVICES
- CHANCELLOR'S
- OFFICE
- FACILITIES
- FOUNDATION
- HUMAN RESOURCES
- POLICE
- PURCHASING
- RESEARCH
- TECHNOLOGY

#### **Our Colleges**

- FOOTHILL COLLEGE
- DE ANZA COLLEGE
- ACADEMIC CALENDAR
- LAST UPDATED 3/22/23