Faculty Standards & Practices Committee
Meeting Minutes
4/5/11

Attendance: Daniel Clemens, Ann Gross, Marci Sanchez

1.0 Adoption of Agenda

2.0 Discussion Items
2.1 Follow-up on Faculty Hour discussion of Proposed Faculty Hiring Document
   - Ann G. summarized a recent Executive Committee discussion on the document.
     • Erik Shearer will postpone the second vote on the hiring document until the
       Academic Senate meeting in May.
     • Laura Ecklin is awaiting a response from an attorney on the legality of language on
       page 8 of the document.
     • A member of the Senate voiced concern about the need for specific benchmarks to
       evaluate diversity of hiring.
     • Another member emphasized that the Academic Senate should have the lead role in
       determining faculty composition of selection committees.
     • Ann reiterated that faculty expertise would have primacy on selection committees,
       and that the Academic Senate, not the Office of Human Resources, should make
       adjustments to the faculty composition of the selection committees if necessary.
     • Erik suggested a pool of diverse, trained faculty members could be established that
       the Academic Senate could draw from if needed to increase the diversity of a
       selection committee.
   - Ann suggested that specific changes be made to the document to address each of these
     issues brought up in the Academic Senate and Executive Committee meetings.
   - The FSP committee discussed changes to be made to the document as follows:
     page 2 - add specific language on pertinent EEO/Title 5 guidelines. Laura E. will
     contribute text for this.
     page 3 - insert additional language from the EEO guidelines to address assessment of
     diversity trends.
     page 8, second bullet point, Additional Members - add underlined text:
     “…determined by the faculty representatives and the chair of the committee…”
     page 8, first full paragraph - revise the final sentence to read: “If the OHR determines
     that the committee membership should be more inclusive, the Academic Senate will
     appoint additional faculty representatives as needed.”
   - Ann G. will incorporate changes into a final revision of document to be voted on in the
     May 10th Academic Senate meeting.

3.0 Future Meeting Times
   April 19th meeting is cancelled.
   Next meeting will be Tuesday, May 17th at 4:00 PM in Room 860.

4.0 Adjourned
   5:05 PM