Faculty Standards and Practices – Minutes November 4, 2009
3:00-4:00 P.E. Conference Room
(A. Gross)

Present: Janice Ankenmann, Bill Weddington, Terry Woodward, Ann Gross, Sue Nelson, Marilynn Cole, Laura Ecklin
Absent: Erik Shearer (Excused)

1.0 Adoption of Agenda – adopted

2.0 Approval of Minutes (Oct 21) – approved

3.0 Public Comment – Sue’s happy to be here

4.0 Discussion Items

4.1 Bill handed out packet of articles regarding hiring: legal issues, diversity issues, etc.

4.2 Discussed EEO Plan

4.2.1 Component 9 – need to expand groups to contact about faculty hiring beyond local community (e.g., Universities...). Also need better breakout of statistics on page 11 - by departments and divisions. Laura said appendixes will have breakdowns and be added to yearly

4.2.2 Component 14 - Lots of good ideas, but need to follow through. We need to determine what we are/aren't doing, measure progress and adapt if results don't show adequate improvement. Need more documentation for Inclusivity Committee to assess.

4.3 Discussed Faculty Recruiting/Hiring Policy

4.3.1 Need overall timeline for entire process, including moving beginning steps of collecting input from deans, division chairs, etc. to Spring, rather than Fall.

4.3.2 Add more active recruiting process, including on-going personal contacts and developing relationships to encourage more diverse applicant pools.
4.3.3 Hiring Committees - Need different approach to encourage diverse members to participate. Possibly standing committees with more emphasis on college mission and values. Would be helpful to ask New Majority faculty members what they see as the problems and solutions in putting together diverse hiring committees.

4.3.4 Need to be able to quantify “sensitivity to diverse students...” for hiring committees.

4.3.5 Confidentiality is important, but has often not been maintained. Need to tighten that up.

4.3.6 EEO Rep's need better training to ensure they understand their roles and act accordingly.

4.3.7 We need to clarify the critical qualities, abilities, etc. we want in a faculty member. With key categories, we can develop a question bank for hiring committees to use.

5.0 Follow-Up Actions - Brainstorm on what we're looking for in a faculty member for discussion at next meeting. Bring in list.

6.0 Next Meeting: Monday, November 16, 9:00-10:00, Personnel Conference Room