

Senate Proposal for Change

Issue: The faculty screening committee workshops did not follow the direction of Academic Senate last year. Currently, Academic Senate's position is that only the chairs and deans of the faculty screening committees attend the diversity workshop and then convey that information to the committee members. This is not what happened last year. Last year, every faculty member, chair and dean was told by HR to attend the workshop. I brought this up to HR, and left without a resolution. Corny, Greg and HR met and there was discussion that indicated a resolution was closer. This year, I will meet with HR again to be sure we are on the "same page," but thought I would check with Academic Senate to be sure this is the plan we really want to implement. In 2008, when the current plan was formalized by Academic Senate, I think the focus of discussion was on removing an outdated and ineffective system. I think enough time has elapsed since implementing the new system to determine whether we want to leave it "as is" or make some adjustments.

Between HR and Academic Senate, there are two events that occur. Event two is hosted by HR and is irrelevant to this request. Event one is hosted by EODAC and will be discussed below.

Background: Academic Senate minutes dated 5/7/2008, 9/10/2008, 9/24/2008 and the Senate Proposal for Change submitted on 5/7/2008 describe the discussion around a major restructuring of the role of the EODAC in the faculty screening process. Based on concerns regarding consistency and thoroughness, the Academic Senate decided to remove Staff Diversity Representatives from the screening committees and instead provide a workshop for chairs and deans of faculty screening committees. Last year, HR required all faculty members of the screening committees to attend the workshop.

Points of Contention: There are at least two competing mindsets influencing this discussion. 1) For the sake of consistency, all faculty members do need to participate in the same workshop. If we are focusing on consistency, as the Academic Senate minutes describe, providing the workshop for chairs and deans who will then present that information to the faculty seems to "open the door" to inconsistency issues. 2) This workshop unnecessarily adds to the time commitments of faculty members. For a faculty member sitting on a screening committee over a series of consecutive years, these workshops will become redundant.

Solution: It is recommended that chairs and deans of faculty screening committees are required to attend the EODAC diversity workshop every year and that all other faculty members on screening committees are required to attend the EODAC diversity workshop at least once every two consecutive years. For example, Dean X, Chair Y, and Screening Committee Member Z all happen to sit on hiring committees in 2011, 2012, 2013, and 2014. Additionally, Screening Committee Member P sits on the hiring committees in 2011 and 2013. Dean X and Chair Y would have to attend the EODAC workshop all four years. Screening Committee Member Z would have to attend the workshop in 2011 and 2013. Screening Committee Member P would have to attend the EODAC workshop in 2011 and 2013. Screening committee members who are not required to attend a workshop for a given year will receive any updated material via email.

Rationale: This provides for a substantial level of consistency for all screening committee members, but allows for a "year off" for members who, based on departmental constraints, need to sit on several faculty screening committees over a series of consecutive years. Also, based on faculty feedback for the 2010 screening committee workshops, there was no feedback indicating faculty members should not have to attend at all, only that they should not have to attend every year.

Submitted for your consideration by
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