

FDEC Approved Meeting Minutes  
10.10.12

Present: Kim Geron (Chair), Cristian, Gaedicke, Jingwen Yang, Enrique Salmon, Linda Nolan, Korey Brunetti, Mitch Watnik, Sophie Rollins

Minutes: Korey Brunetti

## **Introductions**

New and returning committee members gave self-introductions.

## **2. Approval of agenda**

The agenda was approved without amendments.

## **3. Report of chair**

Kim reported that there are 30 searches going forward next year. He has met with various search committees, as DELO, to discuss creation of diverse search pools.

Kim is serving the last year of Terry's two year term as DELO. The Senate will elect a new DELO in the winter.

## **4. Old business**

a. On 10/17, the Senate will vote on whether to approve FDEC's proposal to become a standing committee of the academic senate.

The proposal is on the academic senate web site. The Senate approved this revised draft last June. A call for nominations for committee members from the colleges will take place in the Spring.

## **5. New Business**

### **5.a. Reformatted policies and procedures reviewed**

b. Kim summarized his vision for FDEC, emphasizing that he sees it as a working committee. He requested that members notify him if they need to miss upcoming meetings due to schedule conflicts.

c. Mitch presented a referral to FDEC from the Executive Committee of the Senate regarding religious holiday. Some faculty expressed concerns that the first day of classes of the 12/13 academic year fell on Yom Kippur. FAC did not account for this holiday observance in the faculty calendar. As this poses a religious diversity issue,

Mitch, as Senate Chair, requested that FDEC look at the academic calendar with an eye toward similar conflicts, and forward any recommendations to FAC.

d. Plans for 2012-13 Committee Work

Due to incomplete attendance at the meeting, this item was postponed until the next FDEC meeting. Kim mentioned that at the 10/24 meeting the committee will also review Terry's report.

## **6. Other Business**

Jingwen questioned how FDEC will be involved in faculty searches if the standing committee proposal passes.

This led to a discussion of current faculty hiring protocols.

Linda, who serves as the Director of Equity and Diversity, discussed some of the issues that arose up during the last round of hiring. She was not consulted on the search process or saw any of the job ads prior to posting. Linda also expressed concerns that we don't get our advertisements in enough places.

Part of FDEC's work in this area might be to standardize some of these protocols and develop better systems for faculty hires.

Kim announced that he will serve on the program prioritization program committee. Committee members agreed that emphasizing diversity and equity related concerns is critical to the prioritization process.

The meeting adjourned at 3:39.

Submitted by Korey Brunetti