Present: Patricia Guthrie, Greg Jennings, Barbara Paige, Charlotte Perry, Henry Reichman, Tom Roby, Noel Samaroo, Don Wort.

I. Approval of December 1, 2000 Minutes M/S by Patricia and Noel.

II. Faculty Survey
Results from the 1996-1999 New Faculty Survey were discussed. Barbara will send written comments to committee members.

III. Grace Munakata Case
An extensive and lively discussion of issues related to the case. Committee members raised several important points:
• The role of the MOU in committee formation
• The need for guidance in the search committee formation process
• The pros and cons of restricting search committees to tenured faculty
• The possible strategies for providing guidance in future, related cases.

Charlotte provided an update on consultation with Stan Clark and Sue Shaffer regarding resolution of the case.

Options for future actions included:
• Requesting Senate discussion of the MOU & committee formation
• Proposing change in the MOU so as to accommodate unique department search committee needs
• Reviewing other University’s policies on search committee formation.

Don volunteered to gather information on other CSU’s policies regarding search committee’s member composition.

A discussion of the tenure rates of minority vs. white faculty generated several significant questions:
• Were there any patterns in the denials of tenure?
• What is the climate on campus regarding tenure and minority faculty?
• How will this committee address complaints regarding climate?
• How are departments documenting efforts to ensure diverse candidate pools for searches?

Charlotte was asked to gather further information on the School and University levels of tenure decisions so that this committee might address the above questions.

V. Goals
The committee discussed its role in addressing future issues and will continue formulating goals next meeting.

Respectfully submitted,
Greg Jennings