Members present: Patricia Guthrie, Noel Samaroo, William Langan (Chair/AALO), Rita Liberti, Robert Phelps, Nancy Harrison (Presidential Appointee), Stevina Evuleocha

Absent: Hilary Holz

1. Approval of the Agenda

Bill Langan added two items of Old Business: 4a. Pending proposals from past years and 4d. WASC discussion notes. The modified agenda was accepted without dissent.

2. Approval of Minutes from November 13, 2002

Gail Young was present as a guest; the spelling of Noel Samaroo’s name was corrected; no one was absent. The minutes were otherwise accepted as written.

3. Report of the Chair/AALO

Bill Langan reported that he and Nancy Harrison had visited the four college deans and the director of the library. He commented on differences among the different units in recruiting practices, with the implication that approaches to improving diversity need to be tailored to different sets of needs. He was specifically seeking advice from the deans and director about which search committees might be less able to profit from a visit, perhaps because their search has already progressed beyond the point at which he can be helpful. He will be visiting with some committees in the near future, and will contact others via e-mail. During the visits it became apparent that a discussion in FDEC of the basic reasons for increasing diversity is in order.

4. Old Business

a. Pending Proposals from Past Years

Bill Langan explained that recommendations initiated by the AALO and the FDEC at the end of the 1999/2000 academic year have been moving slowly between ExCom and FAC ever since, being modified along the way, and have most recently found their way back to this year’s FAC, which, in turn, invited Dr. Langan to attend their meeting today at 4:00 to discuss the recommendations. In general, it was agreed that he will ask FAC to return the recommendations to FDEC so that they can be framed as action items, and then returned to FAC. Each recommendation was discussed briefly. In these minutes the wording of the recommendations is VERY approximate.
i. Require each faculty search committee to appoint a diversity facilitator whose job is to monitor the use of recommendations about improving diversity. The FDEC members appeared to agree with this.

ii. Have the diversity facilitator be the chair of the search committee. The FDEC members did not think this a good idea, preferring to leave the choice up to each search committee.

iii. Require the AALO and Diversity Officer to make presentations to search committees from each school every year, and the AALO visit only some search committees. The FDEC members were agreed that some presentation about diversity should be made to the search committees, but did not feel it necessary that the presentation be at the school level. The recommendation concerning the AALO was not fully discussed.

iv. Perform a faculty diversity survey annually. FDEC is currently in the process of starting a survey; the issue of the frequency of the survey was not discussed.

v. Require that one member of the FDEC be a statistician. The FDEC members felt this to be unnecessary. If statistical issues arise that can’t be dealt with by the members, a statistician can be consulted.

vi. Require that departments provide the names of search committee members along with requests for tenure-track positions. No consensus was reached.

Concern was also expressed about some changes in wording. One of the original recommendations had to do with maximizing the diversity of search committees. Alternative wording had been added and/or substituted which some FDEC members feared could have the opposite effect. Other similar issues also arose.

At this point, there was no more time. There were no objections to the WASC notes. Robert Phelps handed out a draft of the diversity survey and asked the members to review it before the next meeting.

5. Adjournment. The meeting adjourned at 4:00 p.m.

Next meeting: 12/5/02 2:00 – 4:00 p.m.

Respectfully submitted,

Nancy Harrison