Meeting Minutes of May 11, 2005

Present: Nicholas Baham (Ethnic Studies), Kyzyl Fenno-Smith (Library), Pat Guthrie (Women’s Studies), David Larson (AALO/Chair), Grace Munakata (ALSS), Dave Nickles, (CEAS), Julia Norton (Science/ExCom), Steve Ugbah (CBE)

AALO David Larson convened the meeting at 1:40 p.m.

1. Agenda: Approved

2. Minutes: April 27, 2005 meeting minutes approved

3. Report of the Chair/AALO:
   A. Distribution of “Call for Faculty in Residence for Diversity.” Discussion of the importance of a significant link between the FDEC and the “Faculty in Residence for Diversity,” who could become a member of the Committee. There is currently no unit or ombudsman on campus where faculty members can go to discuss diversity/fairness issues. The FDEC advocates that the position advertisement be widely circulated. The committee also addressed questions of funding for release time and a student assistant. Workshops related to students would be a possibility, as the position will be connected to Faculty Development and the Academic Senate. Julia Norton has suggested that Pat Guthrie take on this position. The FDEC fully supports this idea, and the AALO will communicate this to Julie Glass, Director, Faculty Development.

   B. Changes in the number of specific tenure track appointments authorized for AY 04-05 as of 5/10/05. These positions were discussed in a meeting of the ALSS College Council (chairs, dean, associate dean); yet ultimately it was a decanal decision to go forward at this time.

CSD (Audiology) addition of second position (new search)

Theatre/Dance (Acting/Directing) addition of second position

4. Old Business
   Discussion of “best practices for securing a diverse applicant pool.” The Procedures for Appointment require a step-by-step description of the search process, including how the search process reflects the university’s commitment to equal employment opportunities. There is almost no documentation on the above for previous searches at our institution. WASC team chair Gale Young requested that an individual from the FDEC identify “best practices” used by the University for the WASC report. Thus far, the AALO has found no documentation on these practices.
Search Committees must be committed to finding the best person for the position who may also reflect student diversity.

Pat Guthrie distributed abstracts of 2005 publications related to diversity, including “Achieving Faculty Diversity: debunking the myths” and “Diversifying the Faculty, a guidebook for search committees.” She suggests that the committee review these books, comparing their recommendations to our current practices. We can determine whether our practices are validated and can offer suggestions based on completed studies, sending our comments to Gale Young along with citations from the publications.

B. Faculty Diversity Survey: Descriptive statistics on results and discussion of interpretation. Steve Ugbah presented his preliminary findings from the survey. The AALO will share some of this information with the Executive Committee during his annual report, scheduled for Tuesday May 24th. ExCom will receive a full summary of the Faculty Diversity Survey during Fall 2005.

Adjournment: Meeting was adjourned at 3:22 p.m.

Respectfully submitted,
Grace Munakata