#03-90/91-FA Resolution on Faculty Diversity Recruitment Plan

WHEREAS, It is crucial that the California State University and Humboldt State University attempt to respond to the needs of the ever changing demographic composition of the State of California; and

WHEREAS, The Academic Senate supports the objectives of the Faculty Diversity Recruitment Program; and

WHEREAS, The program is unspecific concerning the structures and procedures by which the program is to be put into effect; therefore, be it

RESOLVED: That the Academic Senate of Humboldt State University recommends that the administration incorporate the attached recommendations into the Faculty Diversity Recruitment Plan.

PASSED: 11/13/90

APPROVED: President McCrone, 02/05/91

Attachment: RECOMMENDATIONS FOR INCORPORATION INTO THE HSU FACULTY DIVERSITY RECRUITMENT PLAN (September 27, 1990)

The Faculty Affairs Committee recommends the following changes and/or additions to the policy outlined in the HSU Faculty Diversity Recruitment Plan:

1. Section 2. Identification of Participating Departments
   a. The Faculty Affairs Committee shall be responsible for identifying qualifying departments.
   b. Criteria a-e shall be used to identify departments qualifying for diversity recruitment; these criteria are listed in order of importance. One department in each college shall be identified as a qualifying department.

2. Section 5. The Screening Process
   a. The responsibility for making a recommendation to the Vice President of Academic Affairs for the Diversity Program positions shall reside with an instruction-wide screening committee consisting of five members: one dean (academic or staff) appointed by the President of the University, four faculty members appointed by the Senate Appointments Committee, and one student appointed by the President of the Associated Student Body. Appointments to the instruction-wide committee shall reflect the diversity of the campus and the goals of the diversity program. The committee shall establish its own procedures for reviewing candidates recommended by qualifying departments in consultation with the campus Affirmative Action Officer.
   b. In making its recommendation, the instruction-wide screening committee will apply the criteria outlined in the "Protocol for Screening and Recruitment of Candidates Responding to Faculty Diversity Recruitment Program." The committee will consider dispersion of the Faculty Diversity Recruitment positions among colleges over time as an additional criterion.
   c. It will be the responsibility of the recommending department to provide evidence that its

diversity candidate meets the needs of the program and of the University in terms of the Diversity Recruitment Plan.

d. Because the University's commitment to supporting the Diversity position extends to four years, each department recommending a diversity candidate is strongly encouraged to consider the resource implications of its recommendation.