

RESOLUTION ON ARAC HIRING POLICY
(#05-93/94-FA)

- WHEREAS, The Academic Senate of Humboldt State University endorses the hiring of probationary faculty committed to the highest ideals of a Liberal Arts University; and
- WHEREAS, The Academic Senate of Humboldt State University recognizes need for faculty able to teach a broad range of courses to diverse students; and
- WHEREAS, The qualifications for probationary faculty are best determined at the department level in consultation with the Dean; and
- WHEREAS, The recommended Mandatory Criterion for ALL Probationary Announcements may, in some cases, be inappropriate and unnecessarily restrictive; and
- WHEREAS, The recommended Inclusion Of University Perspectives On Search Committees may, in some cases, be invasive and unnecessarily restrictive; and
- WHEREAS, The current process for the development of probationary announcements and staffing of search committees allows for language and staffing appropriate to each probationary position; and
- WHEREAS, The goals of the proposed Hiring Policy can be achieved through the existing processes; therefore, be it
- RESOLVED: That the Academic Senate of Humboldt State University recommends against the adoption of the Hiring Policy proposed by the Academic Resource Allocation Committee (ARAC).

MANDATORY CRITERION FOR ALL PROBATIONARY ANNOUNCEMENTS

Demonstrated interest and ability to teach a broad range of courses to diverse students (majors, general education students, etc.)

INCLUSION OF UNIVERSITY PERSPECTIVES ON SEARCH COMMITTEE

Deans and Chairs should make every effort to assure that search committees include members who represent university (as opposed to solely departmental or sub-disciplinary) interests and commitments. These perspectives should include a commitment to diversity, solid grounding of students in general principles of the liberal arts and sciences, general education, etc.). Representation from outside the department or college may or may not be necessary to achieve these perspectives.

Auditing of the success of these efforts beyond the college level should be accomplished by reviews of position announcements and recommendations to interview and hire faculty. Each review (and rejection of recommendations, if necessary) could occur at either the Office of Academic Affairs or by Affirmative Action.

This item not attached to resolution #05-92/93-FA in agenda packet; it was distributed as an information item at an earlier meeting.