



**San José State**  
UNIVERSITY

A campus of The California State University

Office of the Academic

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**SS-S03-5**

At its meeting of May 5, 2003, the Academic Senate passed the following Sense of the Senate Resolution presented by Michael Katz for the Executive Committee.

**SENSE OF THE ACADEMIC SENATE  
REGARDING THE REPORT OF THE TASK FORCE ON THE  
RECRUITMENT AND RETENTION OF A DIVERSE FACULTY**

in September 2002, the Academic Senate created a task force to explore issues related to the recruitment and retention of a diverse faculty (see SM-F02-1); and

the task force began meeting in Fall 2002 and has completed its charge to issue a report and to make specific recommendations no later than April 2003; be it therefore

- R** that the SJSU Academic Senate acknowledges receipt of the attached report from the Task Force on the Recruitment and Retention of a Diverse Faculty; be it further
- R** that the SJSU Academic Senate expresses its gratitude to the members of the Task Force for its work in addressing this issue in an expeditious manner; be it further
- R** that this report shall be referred to the Senate's Professional Standards Committee to further analyze SJSU and CSU data regarding faculty recruitment and retention and to consider creating policy pertaining to relevant issues articulated in these reports as well as the SJSU task force report; be it finally
- R** that the Senate invite each fall, the Office of Faculty Affairs to make a report to the Academic Senate in which it presents data from the previous academic year regarding the recruitment, hiring and retention of faculty in various demographic groups.

**G P**

Equal employment opportunity

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populations. Departmental recruitment budgets need to be increased to be able to advertise on wider scope

4. Diversity Officer named in Item 1 of Data Gathering Section, shall be involved with discussion about recruitment training at all levels, as well as have oversight of data collection.

5. Recruit during conferences where potential under-represented and disabled faculty attend. If no one from a department plans to attend a given conference, then the Chair or Dean of the Department or College, respectively, should attend and conduct informal interviews.

- a. Need stronger visibility at conferences
- b. Recruitment booths

6. Raise funds for start up packages for new faculty. All new faculty within a given department will be given the same amount of start-up funds regardless of sex, ethnicity, abilities, etc. A sizable start-up package will make SJSU competitive with at least other CSU's, who are able to hire many more qualified applicants.

7. Establish relationships with minority institutions and develop faculty exchange and visiting professor programs (e.g., international faculty program)

8. Write position descriptions to attract a very wide range of applicants. Search process must be comprehensive enough to cover entire pool. Also VP for Academic Affairs, Deans and Diversity Officer should perform oversight functions in the following areas:

- a. approval of the job description and advertisement
- b. monitor where ads are published and what strategies are used by the departments to insure a diverse pool of applicants
- c. approve applicant pool prior to finalist selection
- d. timely approval of recommended appointee

9. Educate the SJSU campus that recruiting new faculty should emphasize equity and fairness with the primary focus on employing the most qualified candidate for the position.

10. See end of report.

11. Recruitment training shall remind any member of the recruitment committee who feels that the selection is unfair, that they have the right to go to their Chair, Dean and then Faculty Affairs to inform them of the Problem. Faculty Affairs shall keep records on complaints filed by on this issue.

## **R f - F R P P**

1. All probationary faculty shall receive mentoring about the RTP process from a tenured faculty member in their department.

2. Upon the request of the probationary faculty member, the Department Chair shall appoint a new mentor.

3. See end of report.

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The following two recommendations received tie votes and are submitted for your

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1.        Develop a comprehensive plan for addressing the effective recruitment and retention of underrepresented faculty.
2.        Compile evidence regarding SJSU's record of success (or lack thereof) in attracting and retaining underrepresented faculty. Such evidence should compare SJSU's record with other comparable institutions, and should also examine differences in recruitment and retention rates between colleges and programs.
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