

**SAN JOSE STATE UNIVERSITY
ONE WASHINGTON SQUARE
SAN JOSE, CA 95192**

S10-1, Policy Recommendation, Merger of Affirmative Action and Faculty Diversity Committees

Amended by University Policy S19-2 (Amendment A to S10-1)

Legislative History: Rescinds S89-15

At its meeting of March 15, 2010, the Academic Senate approved the following policy recommendation presented by Senator Backer for the Professional Standards Committee.

On September 11, 2019, President Mary A. Papazian approved University Policy S19-2. S19-2 is Amendment A to University Policy S10-1 which updated the charge of the Faculty Diversity Committee and is incorporated below.

Action by University President: Approved by President Jon Whitmore

Date: April 5, 2010

**Policy Recommendation
Merger of Affirmative Action and Faculty Diversity Committees**

Resolved: that the attached policy be implemented; and be it further

Resolved: that S89-15 be rescinded; and be it further

Resolved: that the charge of the Faculty Diversity Committee be as follows:

The Faculty Diversity Committee promotes diversity through appropriate recruitment and retention strategies. It also conducts periodic forums and other activities directed at increased recruitment and retention of diverse faculty. It reviews effectiveness of such activities and may recommend appropriate strategies and policies.

Approved: 8-0-0

Present: Pat Backer (chair), Joan Merdinger, Herb Silber, Wendy Ng, William Jiang, Kell Fujimoto, Michael Kimbarow, Byron Pulu

Absent: Buddy Butler, Mark Correia

FINANCIAL IMPACT:

This policy does not have any direct financial impact.

WORKLOAD:

This policy reduces the workload.

RATIONALE:

The Academic Senate amended S89-15 (*Non-Discrimination, Equal Employment Opportunity, and Affirmative Action for Faculty*) in May 2001 with S01-13 (*SJSU's Policy on Commitment to a Campus Climate that Values Diversity and Equal Opportunity*). Also, in April 2005, the Academic Senate created the Faculty Diversity Committee through SM-S05-6 (*Creating a Faculty Diversity Committee*). At that time, the faculty on the Affirmative Action Committee became members of the Faculty Diversity Committee but both committees existed separately under the Academic Senate's organizational structure.

The Affirmative Action and the Faculty Diversity Committees recommended that S89-15 be rescinded and the two committees be merged. The new merged committee will be called the Faculty Diversity Committee.