

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

**S15-6, Amendment B, Appointment of Regular Faculty
Employees**

[To Clarify Composition of Faculty Recruitment Committees]

Legislative History: Amends S15-6

At its meeting of November 21, 2016, the Academic Senate approved the following amendment to University policy S15-6 presented by Senator Peter for the Professional Standards Committee. This amendment clarifies composition of Faculty Recruitment Committees.

**Approved and signed by
President Mary A. Papazian
on November 30, 2016.**

**University Policy
Amendment B to S15-6
Appointment of Regular Faculty Employees**

Resolved: That S15-6 be amended as shown in the strikeout and underline of the following excerpt from the policy.

Rationale: This revision of S15-6 adds flexibility to the composition of faculty recruitment committees, so that departments (at their option) may elect members from outside their department to assist on searches. This may be especially useful for departments who are seeking to recruit faculty with interdisciplinary perspectives and desire the help of faculty from other departments.

Approved: November 14, 2016

Vote: 8-0-0

Present: Peter, Green, Lee, Reade, Kauppila, Caesar, Hamedi-Hagh, Marachi

Absent: White, Hwang

Financial Impact: No direct impacts. It is possible that this policy, by clarifying process, could result in some savings.

Workload Impact: No direct impacts unless departments choose to expand their recruitment committees.

**POLICY
RECOMMENDATION
Amending
S15-6 Appointment of Regular Faculty Employees;
Composition of Recruitment Committees**

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3.2 Composition of department recruitment committees

- 3.2.1 Recruitment committees shall be elected by vote of the tenured and probationary faculty of the department by secret ballot.
- 3.2.2 The size of the recruitment committee shall be determined by the department, and Recruitment committees should preferably contain five or more members but never fewer than three members. Departments may elect members to a recruitment committee from a related discipline outside their department, If a department lacks three qualified members, it may elect a faculty member from a related discipline to serve, whose willingness should first be ascertained. Such an election is required if needed to achieve a minimum of three committee members, but may also be used to broaden the expertise or diversity of the committee. The department which will be home to the prospective position must always supply the majority of the members of any recruitment committee, unless it lacks at least two faculty of appropriate rank to serve.
- 3.2.3 The majority of faculty on any recruitment committee must be tenured and must not have entered an early retirement program. Probationary faculty and faculty in an early retirement program may serve if elected, provided they do not constitute a majority of the committee, and provided that they receive the permission of the President as per the Collective Bargaining Agreement (12.22).¹ That permission must be requested by the Department and is reviewed by the Dean and Faculty Affairs.
- 3.2.4 If a search is authorized for a tenured position, then the recruitment committee may not include probationary faculty.
- 3.2.5 The Chair of the Department shall normally be a voting *ex officio* member of the recruitment committee and shall Chair the committee. If the Chair elects not to serve, then the committee shall choose its own Chair from among its elected members.

¹ CFA/CSU Collective Bargaining Agreement, 2014-2017.

- 3.2.6 Departments may create independent recruitment committees for each search, or carry out all searches with a standing recruitment committee, provided all recruitment committees conform to the requirements of policy.
- 3.2.7 Recruitments for department chairs should be conducted in accordance with the provisions of S14-8 (Sect VI.1.)

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