



San José State
UNIVERSITY

A campus of The California State University

Office of the Academic Senate • One Washington Square • San Jose, California 95192-0024 • 408-924-2440 • Fax: 408-924-2451

SM-F02-1

At its meeting of September 30, 2002, the Academic Senate passed the following Senate Management Recommendation presented by Angela Rickford for the Instruction and Student Affairs Committee.

**SENATE MANAGEMENT RESOLUTION
AUTHORIZING CREATION OF AN AD HOC TASK FORCE ON
RECRUITMENT & RETENTION OF A DIVERSE FACULTY**

- Whereas, San Jose State University is located in one of the most diverse areas of the nation, and its student body reflects that diversity; and
- Whereas, SJSU and the Academic Senate are strongly committed to the values and benefits of diversity (see S01-13); and
- Whereas, faculty and community groups have recently expressed concern regarding whether SJSU is taking sufficient steps to ensure that its faculty represents the full diversity of Silicon Valley; be it therefore
- Resolved that the SJSU Academic Senate authorizes the establishment of an ad hoc Task Force on the Recruitment and Retention of a Diverse Faculty; with the charge and membership described below; be it further
- Resolved that the membership of this task force be appointed by the Provost after consultation with the Executive Committee, and that the chair shall be a faculty member appointed by the Provost; be it further
- Resolved that the committee submit a report to the Provost and the Academic Senate no later than April 1, 2003, at which time the Senate shall consider the report and take any actions that it deems appropriate; be it finally
- Resolved that the task force shall cease to exist at the end of the 2002/2003 academic year unless, by majority vote, the Senate agrees to extend the life of the task force.

Membership:

- 2 faculty members of the Senate's Affirmative Action Committee
- SJSU's Faculty in Residence for Diversity
- the Chair of the Senate's Professional Standards Committee

- 5 additional faculty members, one from each college not represented above and one from the University Library
- 1 Dean
- Special Assistant to the President for Campus Climate
- AVP for Faculty Affairs or designee
- the University's Diversity & Personnel Officer
- 3 students

Charge:

- 1) Conduct a study, compile evidence, and consult widely on campus to solicit input that would provide a more complete picture of the current status of recruitment and retention of a diverse faculty at SJSU. 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.
- 2) Identify strategies used on this and other campuses to address the issue of recruitment and retention of underrepresented faculty, as well as to identify conditions specific to SJSU that promote or undermine attempts to retain quality, diverse faculty.
- 3) Recommend a strategic plan for recruitment and retention to ensure a diverse faculty over time. Such a plan should be consistent with state and federal law and should include a fiscal analysis.