

Commission on Faculty Affairs

Minutes

October 4, 1991, 400D Burruss

Present: M. Arnegard, J. Buffer, E. F. Carlisle, D. de Wolf, J. Falkinham, L. L. Geyer, P. Hyer, C. McDaniels, L. Richardson, R. Sorensen, W. Williams

Agenda was adopted as circulated.

Minutes of April 12, 1991, were approved as circulated.

Procedures for an Approved Faculty Search - The Provost stated that the proposed procedures are part of the faculty diversity plan ("An Affirmative Commitment to Faculty Diversity", September, 1991), designed to make explicit affirmative action goals of the University and to specify procedures for reporting what the University is required to report. Discussion of the proposed procedures focused chiefly on whether they give to the EO/AA office too intrusive a role in faculty recruitment procedures. Given wide agreement that the proposed procedures should undergo further revision, the matter was referred to D. de Wolf's subcommittee, already appointed to pursue this issue. Dean Sorensen, and the University Attorney, will join D. de Wolf, C. Schwertz, and P. Hyer as members of the subcommittee.

Racial Harassment Procedures - Possible, unwarranted impingement on tenure review of allegations of findings of racial (and other specifically proscribed forms of) harassment or discrimination was discussed, together with questions concerning existing procedures for dealing with harassment complaints. Note was taken of the absence in the Faculty Handbook (and elsewhere) of comprehensive, generic procedures. The existing subcommittee consisting of W. Williams, J. Buffer, M. Arnegard, and P. Hyer was directed to frame general procedures on the model of the current Sexual Harassment Policy. C.F.A. also directed the subcommittee to consider further the question whether allegations or findings of harassment should figure in tenure review.

The hour being late, the remainder of the agenda was postponed until the next meeting of C.F.A., October 25, 1:00-3:00 P.M. First item on the agenda for that meeting will be the question of academic rank for part-time faculty.

Meeting adjourned at 3:00 P.M.

William H. Williams
Secretary