



**FACULTY SENATE PROPOSAL
FSP-2021-2022-008
Faculty Handbook**

I. Proposal Name

**Appendix C: Recruitment and Selection Procedures for Full-Time Faculty,
Section 3: Process of Selection, Subsection, A(1)**

II. Statement

The Faculty Handbook Appendix C, Section 3, Subsection A (1) currently reads:

The screening committee should consist of at least three (3) faculty members with knowledge of the open position's discipline. All committee members must be at or above the rank of the open position. For interdisciplinary or institute faculty positions the committee membership should include representation from each stakeholder area, e.g. departments and/ or institute. The committee's make-up should be as diverse as possible and reflect the ideas of the culture of the college and university. The membership should include diversity in gender (at least one male and one female) and at least two other categories of diversity (race, socio-economic background, ethnicity, culture, sexual orientation, ability, or other aspects of self-identification). One or more faculty members outside the home department/school may be included as members of the screening committee to achieve in order to achieve a diverse balance. The screening committee should be able to articulate clearly the institution's commitment to diversity and answer questions regarding resources available within the institution and community.

**The following update to the Faculty Handbook Appendix C, Section 3,
Subsection A (1) is requested:**

The screening committee should consist of at least three (3) faculty members with knowledge of the open position's discipline. All committee members must be at or

above the rank of the open position. For interdisciplinary or institute faculty positions the committee membership should include representation from each stakeholder area, e.g. departments and/ or institute. The committee's make-up should be as diverse as possible. **The membership should include diversity in race and/or ethnicity; gender, including gender identity and/or expression; sexual orientation; ability and/or disability; age; religion; socioeconomic and/or class status; language; national origin and/or immigration status; status as a veteran; learning style; and organizational role or other aspects of identity.** One or more faculty members outside the home department/school may be included as members of the screening committee to achieve a diverse balance. **The screening committee should be able to articulate the institution's commitment to diversity, equity, and inclusion. Additionally, the committee should be able to answer questions regarding resources available within the institution and community and be able to provide appropriate resources upon request.**

III. Justification

This language within the Faculty Handbook needs to be updated to be in alignment with current understandings. Specifically, gender, needs to be listed alongside other identities and not elevated above them.

Submitted By: Senator Archuleta and Senator Provencio

PASSED UNANIMOUSLY ON 14 APRIL 2022.



JENNIFER BARGER JOHNSON
UCO Faculty Senate President