

THE WAY IT WAS	HOW IT WOULD CHANGE
WHO CAN OR CANNOT SERVE AS Affirmative Action/Equal Opportunity Representative (AA/EOR)	
Must be a tenured faculty member, with the preference for a full professor	Allows <i>probationary faculty</i> to serve as AA/EOR, if the department allows probationary faculty to serve as voting members on search committees (a few years ago, the UARTP Policy was changed so that probationary faculty could serve on search committees).
Department choice to have the AA/EOR serve as a voting or non-voting member of the hiring committee	AA/EOR becomes a <i>voting member</i> of the search committee. This means that department chairs cannot serve as AA/EEOR since they currently cannot serve as voting members of the search committee
DUTIES	
	The AA/EOR serves in an <i>advisory capacity</i> and <i>not as a compliance officer</i> . The AA/EOR is to help develop an effective and comprehensive process to assist with the development of an inclusive applicant pool...
	At the time a <i>search is authorized</i> the AA/EOR works with the department chair...
	<i>Prior to the search</i> , the AA/EOR in consultation with the search committee chair and department chair reviews the recruitment plan for potential discrimination and ensures equal employment opportunities.
	<i>Prior to selection</i> the AA/EOR in consultation with the search committee chair and department chair certify that all procedures have been followed.
	Reviews of <i>national availability statistics</i> to aid in the recruitment plan. The campus has national availability data, by discipline, and sub-areas within disciplines. The data provides the numbers of granted terminal degrees by gender and ethnicity for the last 5 years on recently. The AA/EOR and department chair would analyze this data when developing a <i>recruitment plan</i> .
	AA/EOR provides <i>written affirmation</i> of no discriminatory action (on the process summary). Lack of this affirmation would not necessarily stop the process. Other committee members would also be required to call attention to any discriminatory actions they feel are occurring immediately.
Applicant flow information is given to departments, if requested.	HR must provide departments with <i>applicant flow information</i> for analysis, to be used as an educational tool for how recruitment plans might be more successful in the future – for example when the response rates are poor.
TRAINING	
	Training for all faculty serving on the search committee in the search process. Once trained, good for 3 years. Without training, a faculty member cannot participate in the search.
	FYI. Recruitment training required for the department chair and AA/EOR. For recruitment, the training takes about 1 to 1.5 hours (no change in policy).

FS 05-69 recommended by Senate enacted by President
Campus-wide initiative: recommended rescinding FS 05-69

Executive Committee, 2.13.2007