

Attention A/P Staff Council Representation AAAC Report

- Vote for a new chair
 - The person who left took important information.
 - Someone will have to take change. Current chair is taking sabbatical.
- The definition of the word **Diversity** for the campus, look on the office of diversity website.
- Changes made since November (Minor changes made).
- Section I Changed from officers to office.
 - The chancellor can appoint people in a committee
- Robert rules of order (format, I am not a voting member) (understand quorum) outline

Affirmative Action

- Provide advice advisory
- A lot of new people on campus who don't know what's going on besides required training
- Training for Affirmative action committee, to train for faculty searches.
- **"OFCCP Audit"**
- *Every department is different*

Problems: Search Committee

- Sit down, choose the chair.
- Too much room for interpretation.
- Follow procedure
- *People need to do their job*
 - What are your job description
 - You have to advertise for this job search
- Not reactive but proactive. New system that works
- Follow the rules and procedures
- New administration
- Suggestion to improve our system
- Know the rules
- **Search Committee (there will be a rubric)**
- Understand the policies that change/laws
- We are in the time of accountability. Things need to be done appropriately.
- Contact all units for a point person to liaison for search committee. First, write letters to the deans to figure out the hiring person.
- The deans need to be aware of what's going on in their departments.
- **Be qualified**
- **We are at hiring freeze**

Search Procedures: There will be no ranking

- Removed words-Ranking
- Chancellor approval --> Search Waivers → dual hires (purpose, requirements) ← Commitment from the university (not limited only to campus/university)
- Visibility on campus ← positive perception
 - Non description
 - Even the playing fields
 - They have to be qualified first
- The advertisement set foundation for the position, candidates (The person and ads will be filed).
- Understand the procedures (of paper work).
- Hiring audit form
- *Affirmation action website*