

PROFESSIONAL STANDARDS COMMITTEE MINUTES

April 28, 2015; 8:00 am, Wyatt 226

Present: Kris Bartanen, Geoffrey Block, Douglas Cannon, Betsy Kirkpatrick, Tiffany Aldrich MacBain (Chair), Andreas Madlung, Amy Spivey.

The meeting convened at 8:00 a.m.

Approval of the minutes of April 21st 2015 was postponed until next week to give the group of visitors from last week's meeting time to read and comment on the draft minutes.

I. Faculty Opportunity Hire Policy Draft

The committee had asked Dean Bartanen to ask legal counsel for their opinion of the draft with regard to the legality of giving preference to minorities in hiring practices at private colleges. Dean Bartanen reported that legal counsel did not object to the language proposed, but pointed out that there had been no precedence yet in court to test this opinion. One new idea was to implement the new policy first on a 2-year basis to test it.

There was further discussion about the policy draft among the committee.

One question discussed was the inclusion of the Faculty Senate Chair in the interview or hiring process as the current draft suggested. The idea behind including the Faculty Senate Chair was to increase transparency in this specific hiring process. The committee felt that the inclusion of the Faculty Senate Chair was not necessary to achieve this goal and instead suggested that a more open search process should include a well-publicized, open opportunity for faculty members from all departments to participate in the interview events.

Another point of discussion revolved around the question whether this type of search was casting "a wide net" as required in the general Faculty Recruitment Guidelines (see link).

<https://www.pugetsound.edu/about/offices-services/human-resources/hiring-information/faculty-recruitment-guidelines/>

The question was raised whether or not this new policy would supersede the Faculty Recruitment Guidelines. It was opined that the procedures for the opportunity hire as proposed do honor the spirit of the Faculty Recruitment Guidelines but it was proposed to clarify this notion further by adding language that would affirm the faculty's dedication to the regular guidelines for searches but still allow for the exception of a special opportunity hire. In addition, a suggestion was made to mandate a review of the new policy in two year's time by the PSC with a formal report to the Faculty Senate. A final draft of this policy with the edited language will be reviewed by the PSC next week.

II. Psychology Course Assistants guidelines

The committee found the guidelines by and large to be adequate but suggested a few changes in wording to ensure that the policy wouldn't have to be revised frequently in the future. One example was the removal of the specific faculty name in charge of the class in question. In addition, the committee suggested adding a sentence about the solicitation of applications for the position, such as "applications will be solicited from all qualified students". Aside from these small changes the committee approved the guidelines unanimously.

The committee adjourned at 8:50.

Respectfully submitted,

Andreas Madlung