

Academic Assembly Meeting No.



process is designed to provide structure, tools, and guiding practices for faculty searches in alignment with the mission and LIFTSU goal 3. She presented the foundations for the process development, an overview of the hiring process phases, and the implementation plan. The phases of the hiring process include Planning and Pre-search, Search Launch, Search, and Post-Search. The Planning and Pre-Search Phase includes planning, approval, and authorization. She stated that proactiveness in planning is imperative for an inclusive process. The Search Launch Phase includes appointment of committee members, defining the search plan, approval of the search plan, and assignment of a Search Equity and Mission Integration Specialist. This step ensures that each member has the appropriate tools and training to participate in an inclusive search. The Search Phase includes recruitment, development of an inclusive candidate pool, certification of the candidate pool, interviews, and a decision. The Post-Search Phase consists of a reflective report of outcomes and lessons learned. The implementation timeline began in Winter Quarter 2023 and will conclude in Fall Quarter 2023. Provost Martin thanked Vice President Martin and the Office of Diversity and Inclusion. He reiterated that an equitable faculty hiring process is imperative to hiring and retaining a diverse faculty. The floor opened for discussion.

Assistant Vice President for Diversity and Inclusion Laura Heider confirmed that search