

Corp. of A Nominating Committee

Subject: Re: Letter of Conce

(2021-2022) was decisions and discussions of potential candidates' eligibility. In the start of the year, unsubstantiated information about candidates was presented at meetings by a non-elected support staff.

Corrective action: Multiple members expressed concern with this information being shared (publicly and privately) and driving eligibility decisions and thus, the Nominating Committee consulted the Faculty Bylaws for guidance on eligibility. All members and decisions about eligibility were *only* based on the specific criteria stated in the Faculty Bylaws.

Moving forward: The Nominating Committee will continue to follow the Faculty Bylaws for all eligibility on committees.

Process by which Nominating Committee advances CAFT names to the ballot

Issue:! The Faculty bylaws state that "After consultation with the Chair of the Faculty and the President, the [Nominating] committee will reduce the list to a slate of twice the number to be elected, giving due consideration to diversity." This process was not followed, however, as the Nominating Committee was not involved in reducing the list to a final slate of candidates as it should have been.

Moving forward: As outlined by the Faculty Bylaws, the responsibility to reduce the list of names to a slate of candidates does not belong to the Chair of Faculty and the President. Rather, these two parties provide consultation to the Nominating Committee, and it is the duty of the Nominating Committee to then make the final determination. In 2022-23, the process has been amended to include an additional nominating committee meeting in the fall semester to allow enough time for the committee to receive input on its list from the Chair of Faculty and the President before committee members determine the final slate of CAFT candidates.

Diversity of membership on Shared Governance Committees

Issue:! The Faculty Bylaws state that attention should be given to diversity when the Nominating Committee selects candidates for the CAFT ballot. And generally, the Nominating Committee has considered the diversity of candidates for most positions, aiming to include representation across colleges, and adequate representation of faculty from diverse social identities including gender, race, and ethnicity. In previous years, Nominating Committees were given college information alongside gender and racial identities of candidates to aid in diversifying committee selection. During the 2021-2022 year, however, we were only given college information (and not gender, race or ethnicity). We were told that this information would no longer be made available to us.

Moving forward:! Seeing the need for diverse representation, the Nominating Committee will include an open-ended (optional) question in the survey asking faculty to indicate how they would contribute to diversity if elected to serve on a university committee. A similar request would be included in the request for candidate statements.

As a committee, we were aware of the issues and were diligent in correcting them when possible. Returning members of the Nominating committee, including the new chair, are committed to correctly adhering to Faculty Bylaws and improving the process of the Nominating Committee. We will work closely with the three new members to adhere to current Faculty Bylaws to uphold the principles of shared governance. Further, as requested by the Faculty Chair, Dr. Hudson, the Nominating Committee will, as we see necessary, make recommendations on bylaw changes.