

**Provost's Council**  
**December 17, 2014**  
**3:00 – 5:00 pm**  
**Regents' Room (MB 3.106)**

**AGENDA**

**DIVERSITY AND NTT HIRING**

Jesse Zapata, Sr. Vice Provost and Lisa Firmin, Associate Provost, reviewed the diversity numbers for recent faculty hires which are:

White (non-Hispanic):	57% - 58%
Black (non-Hispanic):	3.7% - 3.9%
Hispanic	16%
Asian:	16.7%
Female:	33%

Dr. Zapata mentioned that he provides this information to the Deans along with ideas for boosting the recruitment of diverse faculty members, which is included in the recruitment manual. Dr. Zapata asked the Deans to ensure that this information is provided to the search committees. He also reminded the Deans to submit their reports on minority hiring. Ms. Firmin asked the Deans to include in the report ideas that work/do not work with recruiting minority hires. She also mentioned that current minority faculty wished they had an opportunity to meet with other minorities in their respective departments/colleges. She suggested asking the candidates if they would like to add that element to their interview schedule.

Dr. Zapata then reviewed the hiring policy for NTT faculty, which can be found in HOP 2.02 and 2.50. He reminded the Deans that faculty holding the title of Distinguished Sr. Lecturer and Sr. Lecturer must have terminal degrees and have multi-year contracts. He further stated that faculty holding the title of Lecturer III and their contracts should be one or two years in length. He also reminded the Deans that Lecturer III's need to go through a recruitment process.

Dr. Zapata also mentioned that the colleges need to keep information on adjunct hiring. He mentioned that HR is willing to work with the colleges and departments to utilize the STARS system and keep adjunct searches open all the time. He stated that some departments keep a file of CV's and refer to them when the need arises for a last minute hire/replacement. Using the STARS system should prove to be more efficient and allows offices to maintain a good candidate pool. He also reminded the Deans that search committees are not required for this type of hire. However, for Lecturer III's and above, a search is necessary, but it does not have to be a national search.

**SACSCOC UPDATE**

Sandy Welch, Sr. Vice Provost for Institutional Effectiveness, provided a SACS update to the Council members. She mentioned that UTSA sent 10 to the SACSCOC Annual Meeting in December; mainly due to the fact that our 5<sup>th</sup> Year Interim Report is due in 2016. At the meeting, Dr. Welch learned that



**Friday, Dec. 19<sup>th</sup> at 4:00: COE, COLFA and University College**

**Saturday, Dec. 20<sup>th</sup> at 10:00: COEHD and COS**

**Saturday, Dec. 20<sup>th</sup> at 4:00: COA, COB AND COPP**