

## Final Report

# Governance

In the past year (2020-2021), the Governance Committee members worked on three issues. The first is to provide the survey of the data-based Quantitative/Qualitative Evaluation of the reorganization process. It was submitted in October 2020 to the chancellor's office. The data collections were done by the previous Governance Committee and the submission was made by Prof. Yueh-Ting Lee and Prof. Shane Koch with the help of the past co-chair of the Governance Committee Prof. Jay Needham. In the report, the suggestion of external consultants which may be able to conduct an independent assessment was recommended.

The second issue was the investigation of hiring practice by CoLA in relation to the Africana Studies Faculty. The investigation was tasked to both the governance committee and the Faculty Status and Welfare Committee.

Most of the investigation was done through e-mail communications. On November 2, 2020, the Governance Committee members met at 10am to discuss the issues of concern. In particular, the committee was interested to learn: (a) How potential new hires are identified? What procedures were followed? (b) Who is responsible for preparing advertising and job descriptions? (c) What procedures have been utilized to determine the roles and functions of potential new hires? (d) Additionally, it would be helpful to review the hiring process that was used in departments OTHER than Africana Studies over the past 5 years. Specifically, the committee wrote to the CoLA Dean requesting that he provide a detailed description of the faculty hiring process that has been utilized in other faculty searches in CoLA. The committee didn't receive a response. The co-chairs of the Governance committee had a chance to talk to the CoLA dean on December 1 and will share the conversation data with the entire Governance Committee when we meet. Also, Dr. Koch talked with Dr. Frankowski on the issue. The Governance Committee planned to have a meeting with the Africana Studies Faculty to learn their concerns, challenges and needs. No further actions were taken since the hiring process was moving smoothly.

The third task that the Governance Committee has taken on is to revising the operating paper that was last revised in 2015. The committee has worked on resolving the issues raised due to the reduction of faculty in numbers, the redistribution of faculty between NTT and T/TT members, and the campus-wide reorganization. The revision effort will continue and hopefully the revision will be completed in 2021-2022.

Darwin S. Koch, Lichang Wang, Co-Chairs  
Laura J. Halliday, Elaine T. Jurkowski, Seung-Hee Lee, Christopher McDowell,  
Patrick J. McGrath, Charles M. Rendleman, Julie Tate

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