

Increase the number of EEO Designees available for campus searches.

CURRENT CHALLENGE:

The current challenge that needs to be addressed is having enough EEO Designees available for campus searches. This seems to be a chronic problem. I have served as an EEO designee for five years. Every year I am asked to sit on 3-4 faculty searches. I have had departments plead for assistance and have had to say "no I am not able to do so" many times over. And I have subbed for EEO designees that cannot be present for preliminary interviews. This tells me there are not enough faculty EEO Designees available for the number of searches conducted and at the times needed. There has got to be a way to incentivize and reward faculty at all ranks to serve in this capacity.

PROPOSED SOLUTION:

I suggest that 1) a specific request be made by Faculty Affairs/the Provost's office for this type of service to each faculty member; 2) that those who serve as EEO designees receive some type of recognition e.g. a letter from the Provost or Faculty Affairs, a certificate, professional development credit of some type for serving in this capacity.

BENEFITS TO FRESNO STATE:

Positive recognition and appreciation for service is a good way to strengthen collegial relationships and boost faculty morale. For the second year in a row, I have received \$100 of Bulldog script for advising during Dog Days. It's Advising Services way of saying thank you. I don't always use it up; but it sure feels good to be recognized for this efforts. Doing something similar for EEO designees would be beneficial; especially with 70 new faculty searches on the horizon.

ADDITIONAL INFORMATION:

Recognize the efforts of faculty for crucial service activity i.e. serving as an EEO designee. This gesture could help to improve faculty morale and campus climate