

Academic Senate Governing Council
College of San Mateo
Statement on Diversity and Faculty Hiring/Tenure Committees
November 10, 2015

The Academic Senate Governing Council at College of San Mateo respects and embraces the diversity of our students, our community and our culture. We recommend that all deans make every possible effort to form hiring and tenure committees that are diverse.

We refer to CSM's own public Diversity Statement, which accompanies the college Mission Statement:

“As an academic institution, the college fosters a dynamic learning and working environment that encourages multiple perspectives and the free exchange of ideas. The college abides by the principle of equal opportunity for all without regard to gender, color, race, ethnicity, national origin, religion, age, economic background, sexual orientation, and physical, learning, and psychological differences.”

In encouraging diversity on these committees, we recognize the benefits of including traditionally underrepresented populations and identities. We also encourage diversity more broadly conceived, in terms of age, professional expertise and experiences, and cultural backgrounds.

In our view, diversity should not be understood as separate from, or added onto, pedagogical excellence. Rather, an appropriately diverse hiring or tenure committee ultimately will be better for the college and for our students. Because the values of diversity and equity are integral to high-quality higher education, we encourage our administrative colleagues to reach outside the discipline in question, as well as outside their own division, to find qualified and relevant faculty from other disciplines and divisions who would bring more diverse representation to any given committee.

We make this recommendation fully acknowledging that adequate discipline expertise is of the utmost importance for a hiring or tenure committee. However, once sufficient discipline expertise is established, diversity should become the next priority.