

**University of Massachusetts Amherst  
Faculty Senate Rules Committee  
Minutes of the Jan. 31, 2020 Meeting**

*Present:* Mzamo Mangaliso, MJ Peterson, David Hoagland, Sarah Hutton, Wilmore Webley

*Absent:* Richard Bogartz, Rebecca Spencer, Jennifer Normanly, Lisa Green

*Visitor:* Provost John McCarthy

1. Provost McCarthy presented an overview of the Pathways faculty hiring program, which aims to increase the diversity of the UMass Amherst faculty. The program, now in its third faculty hiring cycle, defines diversity broadly and in the context of the demographics of the hiring discipline. In addition to the usual hiring criteria, life experiences are recognized. For these hires, the Provost's Office picks up 50% of the salary, with the other 50% provided by the dean or department. Funds from the Provost Office are to be returned in the case that the hire doesn't remain at UMass for 6 years. All regular Pathways hires are into tenure-track positions, and these may be at any level, although most are starting assistant professors (these is a separate Post-doctoral Pathway Fellowship program). Compared to previous special hiring programs at UMass, handling of the offer is much accelerated due to the Provost's authority to issue a waiver of search; the Provost said he aims for a one-day turn-around. The financial arrangements are much different than for hiring under the separate Partner Program.

Provost McCarthy provided a data sheet that overviews the approximately 50 offers made since the Pathways Program started, breaking down (i) offers and status by hiring year, (ii) offers by gender and race/ethnicity, (iii) successful offers by gender and race/ethnicity, (iv) offers by college and gender, and (v) successful offers by college and gender. Success in attracting faculty members made Pathways offers has been quite high, with about 31 of 50 offers accepted. Most have emerged from existing searches, but offers can come outside a search, which the Provost wishes were more common.

Members of the Rules Committee offered several comments in an ensuing discussion with Provost McCarthy. Among the issues discussed: (i) Faculty members hired under the Pathways Program may not know that they were hired by a distinct hiring process until they are on-campus. Some current hires are unhappy that they were not notified of their special hiring; (ii) Some Pathways hires have heard unpleasant remarks from colleagues regarding their "special" status; (iii) Retention is just as important as hiring, and Pathways might incorporate further community-building opportunities for the group on-campus; and (iv) Understanding of the Pathways Program by faculty members across campus seems to be poor. The Provost might offer an annual public presentation at the beginning of the hiring season to educate the broader campus faculty on opportunities.

After Provost McCarthy left, members of the Rules Committee contemplated several recommendations for improving the program (along the lines listed above) and decided that MJ could informally offer this feedback to the Provost at their next meeting.

2. Minutes of the January 13, 2020 Rules Committee are available in Box, but they weren't considered today due to limited time.

3. As prompted, responses from Faculty Senate councils suggesting changes to their council charge are being received by Peterson. Some councils haven't yet met to consider such changes. Proposed changes must be read at the February Faculty Senate meeting, and then re-read at two subsequent meetings, for adoption by the end of the year. A special Rules Committee meeting is anticipated before the next Faculty Senate meeting to get the proposed changes organized; this meeting must be held before Feb. 13 for the item to be placed on the next Faculty Senate agenda.

Further items for the next Faculty Senate meeting agenda were discussed, including (i) remarks by State Senator Joanne (Jo) Comerford, (ii) report of the Graduate School, and (iii) report on campus sustainability efforts. Comerford attendance is tentative, as she may be called to Boston on short notice. Topics (ii) and (iii) are less settled. There was brief consideration of topics that might be suggested in the reports by the Graduate School or on sustainability. Nothing specific was identified.