

## FSC Minutes from 29 April 2019 meeting

Attending: George McManus (chair), Marysol Asencio, Preston Britner, Elizabeth Jockusch, Suman Majumdar, Paula Philbrick, Del Siegle, Lloyd Blanchard, Guillermo Irizarry, Kathy Segerson, Linda Pescatello, John Volin. *Visiting attendees from the Diversity Committee:* Amy Howell, Lisa Paine, Stephanie Santos

1. Minutes of 8 Apr meeting approved.
2. Senate By-Laws: language regarding the Faculty Standards Committee was reviewed. No changes were proposed.
3. UCONN By-Laws changes regarding the Faculty Review Board and Committee of 3 were reviewed. No changes were proposed
4. Faculty retention/recruitment
  - Update from OIRE on data about UCONN faculty resignations with <10 years of service, separated by rank, gender, race, and tenure status.
  - The number of faculty leaving is small, especially within individual groups (Black, Hispanic, etc.), so definitive conclusions about retention are difficult to make, but it seems obvious that recruitment is limiting the diversification of the faculty, especially with regard to minorities. The FSC recommends that exit interviews for leaving faculty be a standard practice. Chair McManus will talk to Human Resources about what is now being done in this regard.
5. This discussion will be carried over within the FSC into 2019-2020.
6. 1530h meeting adjourned.