TO: The Academic Senate

FROM: The Faculty Diversity and Equity Committee (FDEC)

SUBJECT: Proposal to make FDEC a standing committee of the university faculty

ACTION REQUESTED: That Academic Senate approve and subsequently put to a vote of the University Faculty the following changes to the Senate Bylaws to make the Faculty Diversity and Equity Committee a Standing Committee of the University Faculty, effective as soon as the vote is final and at least two-thirds of the votes are in favor.

BACKGROUND INFORMATION: The Faculty Diversity and Equity Committee was approved by the Academic Senate on June 2, 1998, on a provisional basis for two years. On October 3, 2000 the Academic Senate approved 00-01 BEC 4, which continued the committee for the indefinite future.

Along with minor updates to Section 2, Article XIII to update the language, a new Section 6 in Article XVII is proposed below which would change the status of the Faculty Diversity and Equity Committee to a standing committee of the Academic Senate.

Given the centrality of diversity to the mission of the university and given the faculty's commitment to diversity and inclusion, standing committee status for the Faculty Diversity and Equity Committee is essential. Standing committee status is recognition of the importance and significance of critical issues of diversity, inclusion and campus climate to the overall well being of faculty, students and the wider university community.
ARTICLE XIII
LIAISON OFFICERS OF THE UNIVERSITY FACULTY

SECTION 2. DIVERSITY & EQUITY LIAISON OFFICER (DELO)

A. The Academic Senate shall elect for a two-year term a tenured regular faculty member to serve as Diversity & Equity Liaison Officer. The election shall normally take place in the year preceding the term of office.
B. The Executive Committee of the Academic Senate may nominate candidates for Diversity & Equity Liaison Officer. The Academic Senate may make additional nominations. A vacancy in the position shall be filled for the remainder of the two-year term by the same procedure.
C. The same person may be elected to serve additional consecutive terms.
D. The duties of the Diversity & Equity Liaison Officer shall be to:

1. Maintain an appropriate liaison with the search committees to encourage a search in the broadest spectrum possible; consult with other administrators who have assigned responsibilities in Affirmative Action, and as appropriate, with faculty standing committees about policies, activities, and issues affecting Faculty Diversity & Equity at the University;
2. Report regularly, as requested by the Executive Committee, to the Academic Senate on matters affecting diversity and equity;
3. Recommend as appropriate further review, study, or action by the Academic Senate or Executive Committee on matters affecting Diversity & Equity; and
4. Serve as a clearing-house for system wide policies and procedures concerning faculty diversity and equity at the University.

ARTICLE XVII
THE STANDING COMMITTEES OF THE UNIVERSITY FACULTY

SECTION 6. COMMITTEE ON FACULTY DIVERSITY & EQUITY (FDEC)

A. Duties of the Committee:

1. The FDEC shall have primary responsibility for advising and making recommendations to the Academic Senate on policy and procedural issues related to California State University, East Bay’s faculty diversity, including examining all policies and procedures regarding faculty diversity and equity in recruiting, hiring and retention at CSUEB as practiced at the University, College and Department levels. As such, FDEC shall study and report on issues relevant to increasing faculty diversity, including all available statistical data regarding faculty diversity and equity in recruiting, hiring and retention at CSUEB.
2. The FDEC, in cooperation with the DELO, shall monitor all departmental tenure-track hires to determine the impact on the ethnic and gender composition of the departments. Each FDEC faculty representative shall serve as a liaison to his or her College or Library, in order to assist Departments in their efforts, so that faculty searches are equitable and inclusive.
3. The FDEC shall review and comment upon five year reports from each department and unit on diversity related issues and efforts, which should include responses to CSUEB institutional research data and the diversity component of CSUEB dashboard data. For each five year report, the FDEC will submit to CAPR a one-page “Diversity Response and Recommendation” that will be attached to CAPR’s review of the five year report.
4. The FDEC shall monitor faculty diversity climate issues and studies, including the reoccurring faculty diversity climate study that uses both quantitative and qualitative methods to assess the commitment and practices for recruiting and retaining a diverse faculty. This shall include the development and review of procedures for conducting exit interviews of faculty leaving the university.

5. The FDEC shall consult, when appropriate, with other Standing Committees.

**MEMBERSHIP**

B. The Membership of the Committee on Faculty Diversity & Equity shall be:

1. Five (5) faculty, one from each College and the Library, to be elected by a vote of each College faculty vote to two-year terms, serving no more than two consecutive terms.
2. One faculty member with expertise in Ethnic Studies, to be appointed by the Chair of the Department of Ethnic Studies to a two-year term, serving no more than two consecutive terms.
3. One faculty member with expertise in Women's Studies to be appointed by the Chair of the Department of Human Development & Women's Studies to a two-year term, serving no more than two consecutive terms.
4. The current Diversity & Equity Liaison Officer, to be elected by the Academic Senate to a two-year term, serving no more than two consecutive terms.
5. The current Director of Equity & Diversity.
6. One liaison (non-voting member) from each non-academic Division, to be appointed by each Division's VP to a two-year term, serving no more than two consecutive terms.
7. One presidential appointee.
8. One student representative, to be appointed through ASI to a one-year term, serving no more than two consecutive terms.