

FACULTY DIVERSITY AND EQUITY COMMITTEE

Thursday, April 14, 2016

DRAFT MINUTES

In attendance: Kim Geron (chair), Colleen Fong, Dianne Rush-Woods, Gr Keer (secretary), ZaNean McClain, Chul Kim, Pei Hui-Hsu, Yung-I Liu, Patricia Drew, Diana Balgas

Absent: Corey Gin, Luis Cardenas, Annette Walker

1. Agenda approved unanimously
2. Minutes from 3/10/16 approved unanimously
3. Reports:
 - a. FDEC Chair
 - i. Update on faculty searches for next year - committees will attend a diversity training on May 2 at 9:30am. Each committee will choose a diversity advocate before the end of the Spring quarter. There will be enhanced ability for candidates to upload documents through Interfolio. Affinity program hires are continuing.
 - ii. Provost search - five candidates will be coming to campus. Encourage everyone to attend the open fora to participate in the process. Each one is on campus 1.5 days. The more input, the better.
 - iii. Diversity advocates update - this is the second year of the program. One effect of the program is that people have picked up on the language of inclusivity.
 - iv. Kim will provide us with data about the diversity of the faculty and MPPs at the next meeting.
 - b. University Diversity Officer
 - i. May 31st Dolores Huerta will be here at 12 noon in the University Theatre.
 - ii. May 24th at 10am, Rana from SJSU will speak about Pacific Islander students.
 - iii. May 13th at noon Sukari Ivester will present on Brazil and super events.
 - iv. May 11th at noon there will be a performance of Brian Copeland's play, The Waiting Period.
 - v. April 29th Marcus Pizarro will present on enhancing Latinx student engagement.
 - vi. May 5th is Holocaust Remembrance Day and there may be events at the DISC.
 - vii. Silvina Ituarte is the new faculty/staff ombudsperson. She will be visiting departments. The position is 5 hours per week, with the option of more time if it's needed. We should be hiring a staff/student ombudsperson by the Fall.

- viii. Tunnel of Oppression was a great success.
 - c. No report from the Presidential Appointee
 - d. Semester Conversion
 - i. Calendar and time modules are still being worked out.
 - ii. There is a presentation and a survey going around about the proposed University Hour.
 - iii. Mike Hedrick is the sole director of semester conversion after the co-directors have stepped down (Eileen will step down in June).
 - iv. The GE overlays passed.
 - e. No report from the ASI representative
 - 4. Old Business
 - a. Resolution in support of SJSU - we will draft a Senate resolution commending SJSU for hiring a Diversity Officer, acknowledging their Task Force's recommendations (including the need to fully fund the DO's office), and standing resolved that we are in solidarity with the SJSU community. We also wish to bring awareness to related issues on our campus.
 - 5. New Business
 - a. Library exhibits update
 - b. Gender & ethnicity questions on the CSU application have been updated (2016-17).
 - c. Fall enrollment
 - i. CSUEB, SFSU & SJSU are working on a joint campus climate survey. CSUEB & SFSU are HSIs and SJSU is an emerging HSI.
 - ii. 56% of our incoming students are transfers and 44% are freshmen.
 - iii. 46.5% of freshmen identify as Latinx, 63% identify as female, and 49.5% are from counties in CA other than Alameda.
 - iv. 31.4% of our total undergraduate population is Latinx. The majority are from Alameda county, but 39.2% are from other CA counties.
 - v. 6 year graduation rates are 27.8% for African American students, 54.4% API, 44.2% Latinx, 46% white, and 44.9% overall.
 - vi. 60% of transfers came from 10 community colleges (DVC and Chabot are the top two).
 - 6. Meeting adjourned at 4pm.