TO: The Academic Senate

FROM: The Executive Committee of the Academic Senate

SUBJECT: Faculty Diversity and Equity Committee

PURPOSE: Action by the Senate

ACTION REQUESTED: That the Academic Senate approve the establishment of a Faculty Diversity and Equity Committee

BACKGROUND INFORMATION: At its meeting of April 14th, 1998, the Executive Committee discussed the AALO's mid-term report. At that time the Executive Committee invited the AALO to propose a Faculty Diversity and Equity Committee and its charge. On May 12th, it asked four members of the Executive Committee to assist in defining the Committee's charge and composition.

The Executive Committee is recommending that the Faculty Diversity and Equity Committee (FDEC) be established along the lines, and at the same level, as the Contra Costa Advisory Committee. This action is being proposed in order to promote greater ethnic and gender diversity among the CSUH faculty, consistent with state law and CSU policy.

FACULTY DIVERSITY AND EQUITY COMMITTEE

1. The Faculty Diversity and Equity Committee (FDEC) shall be an Academic Senate committee reporting to State University, Hayward's faculty diversity. The main tasks of the FDEC shall be to:

   a) Assist and support the work of the AALO;
   b) Study and report on issues relevant to increasing faculty diversity; and
   c) Make policy and procedural recommendations to the Academic Senate as the committee deems appropriate. These recommendations may be referred to the Senate or other committees.

2. Specifically, FDEC is charged with:

   a) Reviewing all available statistical data regarding faculty diversity and equity in recruiting, hiring and retention at CSUH as practiced at the University, School and Department levels;
   b) Examining all policies and procedures regarding faculty diversity and equity in recruiting, hiring and retention at CSUH as practiced at the University, School and Department levels;
   c) Overseeing a faculty diversity climate study that uses both quantitative and qualitative methods to assess the commitment and practices for recruiting and retaining a diverse faculty;
   d) Developing and recommending a procedure for conducting exit interviews of faculty leaving the university; and
   e) Issuing other appropriate reports and recommendations.
3. Given that the charge of the committee involves complicated issues of race, culture and gender, its composition should be appointed, not elected. It should be composed of people who are leaders on campus, have conducted successful searches and who have a broad base of understanding about the issues involved in diversifying the faculty. As such it is recommended that the FDEC shall consist of the following five seven voting members:

a) Four faculty (one from each school, at least one of whom shall be a member of the Executive Committee). These faculty members shall be appointed by the Executive Committee following consultation with the AALO, and
b) The current Affirmative Action Liaison Officer

c) One faculty member from the Department of Ethnic Studies
d) One faculty member from the Women's Studies Program.

4. Furthermore it is recommended that the President be invited to appoint the Assistant to the President for Diversity and Equal Opportunity to serve as an Ex-officio non-voting member of FDEC.

5. The AALO shall serve as Chair of FDEC. The Chair shall arrange for the election of a permanent secretary or the appointment of a secretary pro tempore on a meeting-by-meeting basis.

6. The FDEC is established on a provisional basis for two years. Members shall be appointed for a two-year term. By Spring quarter of the second year (1999-2000), the Executive Committee shall recommend to the Senate whether the FDEC should be continued or whether other arrangements should be considered.

7. Meetings of the FDEC shall be open to any member of the Cal State community. Agendas and minutes of the previous meeting shall be sent to the Office of the Academic Senate at least one week prior to each meeting.