

CALIFORNIA STATE UNIVERSITY, EAST BAY
FACULTY DIVERSITY & EQUITY COMMITTEE

FDEC Meeting, Wednesday October 12th, 2:00 PM, LI 2250

Members Present: Terry Jones (Chair & DELO), Gale Young (CLASS), Korey Brunetti (Library), Linda Nolan (Director of Equity & Diversity), E. Maxwell Davis (Women's Studies), Diana Bargas (Retention Services), Jing-Wen Yang (CBE)

Guests: Jim Okutsu, Michael Mahoney (Senate Chair).

MINUTES

The meeting was called to order at 2:10 pm.

Tamra Donnelly introduced herself to the committee.

Terry introduced a draft proposal for the FDEC to become a standing committee and requested feedback from the committee on this draft proposal by Friday 10/14 at 5:00 pm, at which point he would like to submit it to the Executive Committee for consideration.

Gale proposed discussing the draft proposal immediately, which we did

Linda stressed the importance of the FDEC's role in addressing issues with faculty searches and faculty appointments, a huge area of need in relation to diversity issues

We discussed specifying roles for the FDEC and the EEOC in hiring and what specific duties the committee might fulfill in such a role, such as:

- making lists of potential posting venues and other resources for diversity in hiring practices available to departments about to begin searches
- making sure that Linda presents information about diversity in hiring practices at required search committee trainings
- creating a webpage on the University website that provides information and resources on diversity issues in hiring

We discussed questions such as:

- Should departments be required to write end of the year reports about faculty diversity, including the demographics of faculty (tenured, tenure track and lecturers) and students every spring?
- Should our efforts with regard to hiring focus on faculty only, or include staff?

We began to make edits to the draft proposal Terry presented, including:

- Clarification of the committee's formal membership composition
- Language under "Duties of the Committee" to address FDEC involvement in the approval of diversity plans for tenure track searches

We discussed the need to decide what our year's work will consist of for 2011-2012 and began a discussion of the value of Diversity Day

- We may want to spend more or all of our time focused on other pursuits this year

We discussed some committee members' concerns about the need to interest and involve younger faculty in issues related to diversity and the work of the FDEC

- We discussed the possibility of holding Diversity Academies and of incentivizing involvement in them and/or other diversity-related trainings and activities

Maxwell agreed to type up meeting notes and email those notes, as well as edits to the draft proposal, to Terry before our next meeting.

Maxwell agreed to email Terry with reminders about committee members who need to be replaced and/or reminded about the need to attend meetings regularly.

The meeting was adjourned at 4:05 pm

- The next meeting is scheduled for 10/26/11

FDEC website: <http://www.csueastbay.edu/senate/fdec.htm>