

APPROVED MINUTES of FDEC Meeting, Wednesday January 9, 2013, 2:00 PM, LI 2600

Members Present: Kim Geron (Chair), E. Maxwell Davis (Women's Studies), Gale Young (CLASS), Enrique Salmon (Ethnic Studies), Cristian Gaedicke (COS), Korey Brunetti (Library), Diana Balgas (Retention Services), Linda Nolan (Equity & Diversity), Stan Hebert (Presidential Appointee), Daminna Standfield (MATS),

Guests Present: Sophie Rollins (Academic Senate Office), Amber Machamer (Associate VP of Planning & Institutional Research)

Members Not Present: Zanean McClean (CEAS), Jing-Wen Yang (CBE), Annette Walker (Enrollment Development & Mgmt), Fatima Omri (Student Representative), Sagar Wagle (Student Representative)

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

We approved the agenda and the minutes from the last FDEC meeting.

Chair's Report:

Kim brought up the request from Mitch Watnik for the FDEC to nominate a committee member to serve on the A2E2 committee. Diana described that initiative and what participation in it might involve. No FDEC members volunteered for this position at the meeting. Kim indicated that he would seek to get more information from Mitch about this position.

Old Business:

We discussed the issue of the placement of a Christmas Tree display in the SSA building. Committee members continue to be concerned about this, however research indicates that there are no policies to prevent this practice.

- Linda Nolan described her findings that State and Federal guidelines regarding government properties support this practice.

We discussed the issue of religious holidays and the academic calendar. We continue to want religious holidays to be acknowledged and addressed in the academic calendar and we want representatives from religious organizations on campus to be consulted as these calendars are created.

- We are reviewing an example policy from CSU Bakersfield

- We are hoping that next year's calendar can still be revised, since the academic year once again begins on a High Holy Day.

We discussed the issue of conducting another campus climate survey. Gale Young provided background on the last campus climate survey conducted in 2005 and summarized and reported in 2006, analysis of which was reported in a WASC report. Gale indicated that per what we promised to WASC, we were supposed to conduct focus groups to highlight areas of concern and are supposed to do a campus climate survey every three years.

- Kim raised the issue of doing another campus climate survey with updated questions.

- Amber Machamer offered her support to those efforts and offered to provide institutional perspective on when and how to initiate the survey. It might be possible to use a nationally normed survey.
- Maxwell and Korey agreed to work on task force/subcommittee to develop the new survey, Jing-Wen agreed to this in the past
- Gale and Diana agreed to provide historical information to help with its development
- The link to the data from the original campus climate survey is available at:

<http://www.csueastbay.edu/ira/surveys/campusclimate/06/index.htm>

We discussed the issue of FDEC commenting on diversity issues in the review of five-year plans. Gale presented highlights of the Academic Program Review Procedures guidelines, indicating where diversity is mentioned and presented a possible scale rubric for assessment those elements of these reports.

- Gale commented that the categories on this rubric need to be clearly operationalized so that both scorers and department personnel understand what our assessments mean
- Kim asked for volunteers to work on developing this framework for the rubric. Enrique volunteered to work with Kim on the definitions of terms.
- Kim would like us to come up with a format for the one page recommendation to be attached to each department's five-year plan
- He envisions one FDEC faculty member participating in the review of each five-year report. We need to decide if the FDEC faculty member will be from the College where the Department 5 Year program review is submitted.
- We discussed with Amber Machamer the need to come up with metrics that will help CSUEB assess retention and graduation rates in relation to ethnicity, which we would like to see become part of the five year reports

We discussed the issue of FDEC participation in tenure Track searches. The idea is to assign each committee member out to participate in all tenure track searches within his or her college.- Kim has talked about this matter with the Provost

Kim is proposing that he and Linda Dobb will review current process and work together to put together a process and plan so that once we know how many searches will happen next year, we will meet with all department chairs

We discussed plans for Diversity Day again

- Gale, Diana, Linda and Maxwell objected to this, in reflection of our recent discussions and agreement that a celebration of campus diversity intended to engage and raise awareness among students is not a formal part of this committee's duties as listed in the new FDEC responsibilities and thus is not

an appropriate responsibility for our committee to lead, also we want to make sure ASI can get in touch with us for planning purposes

- We discussed the possibility of creating a faculty committee to advise on this matter as well with the other faculty committees such as FLC on Diversity, PEIL comm. on Diversity and social justice and with other campus entities including the President and Provost's offices on the planning for a Diversity event/s

New Business:

Kim brought up that he has been approached about the idea of including an LGBTQ representative on the FDEC

- We discussed briefly that we discussed this issue extensively last year and reviewed those discussions, which concluded that the Ethnic Studies and Women's Studies reps (for example) are selected for those positions based on academic expertise, not personal identities or affiliations, so it is uncertain how we would approach this in relation to LGBTQ issues since we don't have Queer or GLBT Studies programs at CSUEB.

Luz Calvo will come to our next meeting to discuss transgender issues on campus.

From the floor:

Stan announced the Tunnel of Oppression event being put on by ASI/The Diversity Center on 2-19-13 to 2-21-13.

The meeting was adjourned at 3:53 pm

Our next meeting will be held on 1/23/13