

CALIFORNIA STATE UNIVERSITY, EAST BAY  
FACULTY DIVERSITY & EQUITY COMMITTEE

FDEC Meeting, Wednesday November 14, 2012, 2:00 PM, LI 2600

**Members Present:** Kim Geron (Chair), Zanean McClean (CEAS), Jing-Wen Yang (CBE), Korey Brunetti (Library), E. Maxwell Davis (Women's Studies), Enrique Salmon (Ethnic Studies), Annette Walker (Enrollment Development & Mgmt), Diana Balgas (Retention Services), Linda Nolan (Equity & Diversity), Stan Hebert (Presidential Appointee)

**Guests Present:** Mitch Watnik (Academic Senate Chair), Sophie Rollins (Academic Senate Office), Kaameelah Wesley (Academic Senate Office)

**Members Not Present:** Gale Young (CLASS), Cristian Gaedicke (COS), Daminna Standfield (MATS)

**APPROVED MINUTES**

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

Agenda

1. Introductions
  - a. ZáNean McClain, new CEAS representative for 12-13 (*replacing Felipe Razo*)
2. Elect a secretary
3. Approval of the agenda
4. No minutes to approve
5. Report of the Chair
6. Old Business:
  - a. Plans and prioritization for 2012-2013 committee work
7. New Business:
  - a. Discussion of FDEC as a standing committee
  - b. Modification of CSUEB Academic Calendar
    - i. CSU Bakersfield calendar [example](#)
8. Other business:
9. From the floor
10. Adjournment

Meeting:

We are now a standing committee!

We conducted introductions and welcomed ZáNean McClain, the new CEAS representative for 12-13, to the committee. We are thrilled to have her!

Kim asked for volunteers for the positions of FDEC Secretary, which we must fill now that we

are a standing committee. Maxwell agreed to take notes today and the committee agreed to ask Daminna if she might be willing to serve as FDEC Secretary.

We approved today's meeting agenda. There are no minutes to approve from our last meeting.

#### Chair's Report & Old Business:

We reviewed the themes, activities and recommendations outlined in the Brief Summary of the DELO's report of 2011-12 submitted to Kim by Terry Jones. Kim highlighted the following issues in that report in relation to planning and prioritizing for 2012-2013:

-We discussed the need for the DELO and/or the committee to have more direct communications with the President, Provost and Deans, especially in relation to faculty searches. We discussed committee concern about the lack of FDEC/DELO involvement in past searches.

-We need to discuss Diversity Day planning. As such, we will locate and send out the formal evaluations of the last two Diversity Days, and make reviewing them an agenda item for our next meeting. Kim suggested that we may want to form a subcommittee for Diversity Day planning.

-We need to discuss moving forward with a new campus climate study. Kim suggested forming a subcommittee for this purpose. As we begin to examine this, we may ask Sarah Taylor to present findings from her ongoing campus diversity study.

- We discussed need to follow up actively on the Hate Crimes Resolution written and passed last year.

We are encouraged to attend the 12-4 academic senate meeting, where Terry will present this report to the Academic Senate.

Kim will check with Amber Machamer about the currency of University demographic data. Linda reported that this data should have been updated as of 10-31-12. Stan and Maxwell agreed to work with Kim to figure out how up to date this data is at the moment and what it says.

#### New Business:

Mitch sent the congratulations of the Academic Senate on our achievement of Standing Committee status. Because we are now a standing committee, we need to elect a committee chair and a secretary.

Maxwell nominated Kim to be FDEC committee chair, Linda seconded that nomination. The committee voted and Kim was unanimously elected by all voting members of the committee.

Linda nominated Maxwell to be FDEC secretary, Kim seconded that nomination. The committee voted and Maxwell was unanimously elected by all voting members of the committee.

In response to concerns raised about the fact that the first day of classes this fall was scheduled for Yom Kippur, we reviewed the CSU Bakersfield list of religious holidays to be considered in University scheduling. We discussed recommending that FAC consider such a list as a reference for future University scheduling. We also discussed recommending to Ex Com that they set up a mechanism for getting input from student and faculty groups to identify the most important religious holidays within each of the religious traditions represented on campus, to be used for creating University-wide schedules.

Other items:

Based on input from Mitch Watnik that two students from ASI are interested in participating on the FDEC, the committee voted to allow two student representatives on the FDEC rather than one, in order to create parity with other standing committees.

Stan reminded us of some upcoming events:

12-13-12: Unity Mixer

Coordinated effort by African American, Latino/a and API faculty/staff student associations, intended to welcome new faculty, to be held at La Pinata, 4 to 6 pm, 50 to 60 people expected

2-17-13: Super Sunday

2-23-13: African American/Latino Education Summit

3-1-13: Puente Breakfast

3-1-13: African American Scholarship Banquet

The meeting was adjourned at 3:27 pm  
Our next meeting will be held on 11/28/12

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