

CALIFORNIA STATE UNIVERSITY, EAST BAY
FACULTY DIVERSITY & EQUITY COMMITTEE

FDEC Meeting, Wednesday February 13, 2013, 2:00 PM, LI 2600

Members Present: Kim Geron (Chair), E. Maxwell Davis, (Women's Studies), Enrique Salmon (Ethnic Studies), Diana Balgas (Retention Services), Zanean McClain (CEAS), Jing-Wen Yang (CBE), Korey Brunetti (Library), Gale Young (CLASS), Cristian Gaedicke (COS), Stan Hebert (Presidential Appointee)

Guests Present: Sophie Rollins (Academic Senate Office), Endre Branstad (Academic Senate Office)

Members Not Present: Annette Walker (Enrollment Development & Mgmt), Linda Nolan (Equity & Diversity), Daminna Standfield (MATS), (Fatima Omri (Student Representative), Sagar Wagle (Student Representative)

APPROVED MINUTES

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

Agenda

1. Introductions
2. Approval of the agenda
3. Approval of minutes from [1/23/13](#)
4. Report of the Chair:
 - a. FDEC Chair
 - b. Presidential Appointee
5. New Business:
 - a. FDEC involvement in CAPR processes
6. From the floor
7. Adjournment

Meeting:

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

Chair's Report:

Since we are a standing committee and anticipate participating in the five-year review process for various departments actively in future quarters, we anticipate the need to coordinate our meeting times CAPR so that FDEC members are able to attend CAPR review meetings as needed without adding extra slots to our calendars. As such, Kim suggested that we approach the Committee on Research about trading meeting time slots with them, so that we are able to meet on Thursdays and attend CAPR meetings as needed on alternate Thursdays.

Gale made a motion to put this change into effect for Fall quarter 2013. The Committee voted on the proposed change and passed it. *** We later agreed that Kim will send out an email to all committee members describing the options in relation to this decision, so that all regular committee members have input into this decision. ***

Maxwell summarized her meeting with Aisha from The Diversity Center about Diversity Day planning. She reported that she and Diana provided background information and materials related to past Diversity Days to Aisha and Jonathan from ASI and that Aisha had reviewed these materials and prepared a list of questions and ideas prior to their meeting. In that meeting, Aisha reported that Diversity Center staff re thinking about focusing the event on first generation college students and scheduling the event for a specific week in May. She sought input around ideas for content and structure for this event, and about ways to draw faculty involvement.

Maxwell agreed to continue to meet with Diversity Center staff as needed to help with the planning for this event and specifically agreed that FDEC committee members will use faculty connections on campus to solicit faculty participation in various aspects of the event (panels, lectures, etc) as needed.

Diana offered new CSUEB stats on first generation college students, including:

- 46% of all students registered for Fall 2012
- 48.4% of undergraduate students
- 37.1% of graduate students
- 55% of 1st time freshmen

Diana agreed to send these stats to Maxwell, who will forward them to Aisha.

Kim reminded the committee of the need to make decisions about conducting a new campus climate survey. He reported that Amber Machamer suggests that we wait until Fall 2013 to deploy the survey, which would give us this year to develop the survey tool.

Maxwell made a motion to launch a new campus climate survey in Fall 2013, with a commitment to developing the survey tool in Winter and Spring 2013. Gale seconded that motion and the motion passed.

We discussed asking Amber to come back to a meeting to discuss similarities and differences between existing standardized tools, our older campus climate survey tool, and new items/questions that we want to address. We also discussed soliciting input from various affinity groups and others on campus in developing specific items, language and emphases.

Presidential Appointee's Report:

Stan announced two Planning for Distinction Forums scheduled for next Tuesday and Wednesday, hosted by ASI, open to all on campus:

- 2/19/13, 3:30 to 4:30 pm Old UU 102
- 2/20/13, 12 to 1 pm in New UU Oakland/Concord room

Stan also reminded the committee about the upcoming Tunnel of Oppression event being held by ASI/The Diversity Center:

- 2/19/13, 11 am to 6 pm
- 2/20/13, 9 am to 5 pm
- 2/21/13, 9 am to 2 pm

New Business:

Kim raised the issue of FDEC involvement in the CAPR process and passed around a draft version of a tool that will theoretically be used as a part of the five-year review process. Kim outlined that there are twelve departments and programs that require five-year reviews this year, although we don't know exactly when CAPR will be reviewing each department. We will each be assigned certain departments/programs, attend the CAPR meetings relative to those departments/programs, complete our rubrics and then bring the completed rubrics back to the committee for discussion.

We reviewed a document Enrique put together that includes draft language to define terms used in the draft rubric and discussed ways to further develop a rubric that would build on CAPR's rubric and be used to assess issues related to diversity and equity. Gale suggested creating mechanisms in this tool for disaggregating data in a way that would enable us to track differentials in student retention and graduation and faculty RTP.

We discussed further developing this document and then pilot testing it through analysis of already completed CAPR reports before moving on to new ones. Kim suggested that we also look at the CAPR document in relation to its statements on diversity.

Gale agreed to assess General Studies.

Maxwell agreed to assess the MS program in Online Teaching & Learning

From the floor:

The meeting was adjourned at 3:59 pm

Our next meeting will be held on 2/27/13

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