

CALIFORNIA STATE UNIVERSITY, EAST BAY  
FACULTY DIVERSITY & EQUITY COMMITTEE

FDEC Meeting, Wednesday February 27, 2013, 2:00 PM, LI 2600

**Members Present:** Kim Geron (Chair), E. Maxwell Davis, (Women's Studies), Linda Nolan (Equity & Diversity), Cristian Gaedicke (COS), Stan Hebert (Presidential Appointee), Zanean McClain (CEAS), Korey Brunetti (Library), Jing-Wen Yang (CBE), Diana Balgas (Retention Services)

**Guests Present:** Sophie Rollins (Academic Senate Office), Endre Branstad (Academic Senate Office), Amber Machamer (Institutional Research)

**Members Not Present:** Annette Walker (Enrollment Development & Mgmt), Daminna Standfield (MATS), Enrique Salmon (Ethnic Studies), Gale Young (CLASS), (Fatima Omri (Student Representative), Sagar Wagle (Student Representative)

**APPROVED MINUTES**

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

Agenda

1. Approval of the agenda
2. Approval of minutes from [2/13/13](#)
3. Reports:
  - a. FDEC Chair
  - b. Presidential Appointee
4. Old Business:
  - a. Discussion of changing meeting date and time starting Fall 2013
  - b. FDEC involvement in CAPR process
5. New Business:
  - a. Fall 2013 Campus Climate survey discussion
    - i. [2010-2011 HERI Faculty Survey](#)
    - ii. [2012-13 Diverse Learning Environments Core Survey](#)
    - iii. [EBI Campus-wide Student Climate/Diversity Assessment](#)
    - iv. [EBI Organizational Diversity Assessment](#)
    - v. [Personal Assessment of the College Environment \(PACE\)](#)
    - vi. [Student Assessment of the College Environment \(SACE\)](#)
  - b. Schedule FDEC liasons for 5-year reviews
6. From the floor
7. Adjournment

Meeting:

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

#### Chair's Report:

Kim reported that he has asked Eileen Barrett to convene a meeting of the Diversity Council, an informal group of campus faculty, staff and administrators concerned about diversity-related issues, so that we can interface with them in relation to diversity-related activities on campus.

#### Presidential Appointee's report:

Stan encouraged all of us to come to the reception for the Chancellor today at 3:30 pm in the Multipurpose Room.

Stan reported that the annual education summit took place and highlighted the needs of African-American, Latino, API and Native American students and their families, in terms of helping middle and high school students and their families understand how to get to college, etc. Puentes, a similar event targeting Latino/a students and families, will be held this Friday morning in the Multipurpose Room.

Stan also reported that The Diversity Center held the Tunnel of Oppression event last week, which Stan, Kim and Maxwell attended and lauded.

#### Old Business:

Our email vote supports the decision to move FDEC committee meetings to Thursday afternoons (2 to 4 pm) next year. This is contingent upon the Committee on Research agreeing to trade meeting time slots with us. Kim feels that it's important to make this decision now so that we can be clear about meeting times with potential new committee members for next year, who will need to run for committee appointments in faculty elections this spring.

Kim reminded the committee that the CAPR and 5-year review related work process in which we are currently engaging is intended to get us ready for actual participation in next year's reviews (meaning, we are not truly reviewing this year's 5 year reports). We need some FDEC members to attend the CAPR review meeting for Health Sciences (and perhaps Human Development?) on Thursday, March 7 from 2 to 4 pm. Kim is trying to attend all of the meetings this year, as we get a sense of what the CAPR review process looks like. He already attended the CAPR review meeting for the History department. Zanean will attend the March 7 meeting to observe the review of the Human Development review. Jing-Wen will attend the March 7 meeting to observe the review of the Health Sciences review. The purpose of our attendance at these meetings is for committee members to get a better sense of how the CAPR review process works, what the reports look like, and how well the rubric we are working with now fits this process or may need to be modified.

#### New Business:

Amber Machamer presented some examples of standardized tools for campus climate surveys. She has reviewed the last Campus Climate study data and feels that instrument had a lot of strengths but also envisions some domains being added, at minimum. She feels that there are

advantages and disadvantages to using a standardized measure versus an original one.

Kim reiterated that we need to recommendations to the Executive Committee regarding content for the next survey in the spring quarter, with the intention to launch the survey in Fall 2014, but that our role will likely be limited to making content recommendations as the survey will be officially launched by Institutional Research or some University-wide governing body.

Kim agreed to send Maxwell links to the tools that Amber researched so that Maxwell can email those links to all committee members. All committee members will need to review these survey tools prior to our next meeting on March 13, 2013, so that at that meeting we can make a firm decision about how to proceed (using an existing survey tool versus developing our own).

Amber and Diana described current efforts to survey students who have not been retained in order to get a better understanding of those patterns.

FDEC faculty reps signed up for reviews to take responsibility for during 2012-13:

Health Care Administration:	Jing-Wen
History:	Kim
Music:	Korey
English:	Cristian
Human Development:	Jing-Wen
Liberal Studies:	Zanean
Philosophy:	
Sociology:	Maxwell
Speech Pathology & Audiology:	Cristian
Theatre Arts:	
Online Teaching & Learning:	Maxwell
Chemistry:	
Environmental Sciences:	
Geological Sciences:	Korey
Health Sciences:	Kim
General Education:	Gale

Maxwell will email this list to all faculty committee members and also email Gale and Enrique to get their picks for review assignments.

From the floor:

Maxwell introduced concerns brought to her attention by Pat Guthrie about a conversation that took place in a meeting of department chairs and faculty administrators about diversity in the faculty hiring process, during which a department chair expressed the opinion that candidates of color don't progress to campus visits in the job search process because they don't perform well in phone interviews. Kim reported that he also attended this meeting, reviewed some of the discussion about this issue that followed these comments and indicated that he plans to have further discussion with the chair in question.

Linda identified two issues in relation this concern: The first is frustration with our University's failure to develop a diverse application pool and the second is someone saying in front of people that people of color inherently don't do well in phone interviews. Linda feels that CSUEB needs to do a better job selling itself as a good place to work for diverse candidates in our advertising and sees training chairs around this issue as a part of that. We discussed ways in which attention to these issues can be addressed. Linda sees this as a good topic to incorporate into the new chairs' academy each year (organized by Linda Dobb) and into the additional meetings held to educate chairs around best practices for faculty searches.

The meeting was adjourned at 3:36 pm  
Our next meeting will be held on 3/13/13

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