

CALIFORNIA STATE UNIVERSITY, EAST BAY
FACULTY DIVERSITY & EQUITY COMMITTEE

FDEC Meeting, Wednesday, March 13, 2013, 2:00 PM LI

Members Present: Kim Geron (Chair), Stan Hebert (Presidential Appointee), Zanean McClain (CEAS), Korey Brunetti (Library), Jing-Wen Yang (CBE), Diana Balgas (Retention Services), Gale Young (CLASS)

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

APPROVED MINUTES

The meeting was called to order at 2:15

1. Approval of the agenda
2. Approval of minutes from 2/27/13
3. Reports:
 - a. FDEC Chair
 - b. Presidential Appointee
4. Old Business:
 - a. Discuss FDEC 5 Year Review Rubric
5. New Business:
 - a. Campus Climate Survey discussion
 - i. 2006 Campus Climate Survey
 - ii. 2010-2011 HERI Faculty Survey
 - iii. 2012-13 Diverse Learning Environments Core Survey
 - iv. EBI Campus-wide Student Climate/Diversity Assessment
 - v. EBI Organizational Diversity Assessment
 - vi. Personal Assessment of the College Environment (PACE)
 - vii. Student Assessment of the College Environment (SACE)
6. From the floor
7. Adjournment

Meeting:

The minutes from 2/27/13 were approved without amendments. The agenda was approved without amendments.

Chair's Report:

Kim reported that FDEC's observing CAPR 5 year reviews has begun. Jing-Wen attended Nursing review. There was a discussion of FDEC's role in the review process. Kim clarified that, for the

remainder of the academic year, FDEC members are attending these meetings to learn about the process and and take notes. This will help us refine our review criteria; FDEC members will take part in the review process beginning in Fall 2013.

Kim circulated a faculty search committee toolkit produced by UCLA. Diana brought this to the group as an example of best practices documentation for recruiting diverse applicant pools.

Presidential Appointee's report:

Stan reported that the finalists for the University Chief of Police position would be visiting campus on 3/14/13.

Stan encouraged FDEC members to attend the 10th Annual AAFSA (African American Faculty and Staff Association) Scholarship Dinner and Celebration, to be held on 4/15/13. Proceeds from ticket sales support the AAFSA scholarship fund.

Old Business:

FDEC members reviewed the list of faculty representatives assignments for CAPR review meetings. This was compiled by Maxwell at the 2/27 meeting. Gale volunteered to observe either Theater or Philosophy.

There was a discussion of developing a document to hand off to programs under review. This will be based on our assessment rubric. Jing-Wen asked whether such a document will need Senate approval. Kim clarified that it does.

Kim and Gale will draft a document based on existing CAPR templates.

Regarding the schedule of CAPR reviews, Sophie reported that Health Sciences (Kim) is now scheduled for 4/4/13. Other departments under review are not yet scheduled as some are still turning parts of reports. Sophie will forward the CAPR agenda to Kim.

New Business:

The committee discussed the planned campus Climate Survey, including the various survey instruments collected by Amber, who discussed survey types including climate surveys and satisfaction surveys. Our 2006 survey was both a climate and satisfaction survey.

Amber suggested that FDEC might want to separate satisfaction (e.g., campus services such as the bookstore, parking, etc.) from climate data (e.g., faculty work environment, class environment re: race, gender, sexual orientation, ability, etc.). This will result in a shorter, more flexible survey that can be deployed repeatedly over a range of years. Shorter surveys focused on climate will likely get a better response rate.

The group discussed the value of benchmarking our data against national data; this is especially important with student responses. A possible way to do this, noted Amber, is to use a national survey for the student survey component (tailored with local, CSUEB-specific questions). If we go with a national survey (such as the EBI Organizational Diversity Assessment, for example), we can outsource the data collection piece to a third party. Amber stated that respondents are more likely to give honest feedback on third party instruments, perhaps because institutional ties are not evident.

Gale questioned whether we align our existing (2006) survey data with our campus ILOs. Amber stated that the ILOs will not align because they are outcomes, but our campus shared commitments might. This is something to consider in designing our new survey.

After further discussion, the committee agreed to base the faculty and staff surveys on the 2006 survey, albeit substantially shortened. Amber stated the the Office of Institutional Data is willing to assist FDEC on the project.

A subcommittee (Korey and Maxwell) will work with Amber to:

- Modify the existing survey
- Examine national benchmarks/surveys
- Recommend survey instruments to the committee at the next meeting (4/10/13)

From the Floor

Adjourn

The meeting adjourned at 4:07PM