

**CALIFORNIA STATE UNIVERSITY, EAST BAY
FACULTY DIVERSITY & EQUITY COMMITTEE**

FDEC Meeting: Wednesday, April 10, 2013, 2:00 PM LI 2600

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

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

Members Not Present: Diana Balgas (Retention Services), Daminna Standfield (MATS), (Fatima Omri (Student Representative), Sagar Wagle (Student Representative)

APPROVED MINUTES

The meeting was called to order at 2:05 pm

1. Approval of the agenda
2. Approval of minutes from 3/13/13
3. Reports:
 - a. FDEC Chair
 - b. Presidential Appointee
4. Old Business:
 - a. Upcoming FDEC Five-Year Review Calendar
5. New Business:
 - a. Office of Equity & Diversity letter
 - b. Proposed CSUEB Academic Calendar
 - i. CSUEB Academic Calendar background
 - ii. Proposed Holiday Listing
 - iii. Current CSUEB Academic Calendar
 - c. 12-13 FAC 9: Changes to the Constitution and Bylaws of the University Faculty of CSU East Bay
6. From the floor
7. Adjournment

Meeting:

The minutes from 3/13/13 were approved without amendments. The agenda was approved without amendments.

Chair's Report:

Kim reported on his, Korey's and Maxwell's meeting with Amber Machamer about planning for

the next Campus Climate survey. He reported that the options of doing a combined climate/satisfaction survey, separate climate and satisfaction surveys each year or alternating year climate and satisfaction surveys are being considered. He also provided copies of various nationally normed surveys that we may consider using for either or both of these purposes. Kim, Korey and Maxwell have agreed to continue to meet with Amber to fine tune these survey plans and will present more complete ideas to the committee for approval at our next meeting.

Presidential Appointee's report:

Stan reported on progress in Diversity Day planning with ASI/The Diversity Center. The event is planned for May 14, 2013 in the Multipurpose Room from 11:30 am to 3:30 pm.

Stan presented the Spring Calendar from ASI. He reminded the committee about the Industry Job Panels series currently happening on campus, with presentations from CSUEB alumni from a variety of professions and arenas.

Old Business:

The committee reviewed planning underway for Diversity Day. Kim will meet with Aisha Wahab again today with regard to planning the event. The theme for the event is "the first generation college student" and Bill Lockyear has agreed to speak at the event. Maxwell has agreed to take part in a panel and solicited suggestions for other faculty who might be willing to participate and who are themselves first generation college students.

The committee reviewed planning for FDEC committee members' review of 5-year reports at CAPR meetings and reiterated the following assignments:

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

Many departments under review are not yet scheduled for specific CAPR review meeting dates, as some are still turning parts of reports. Sophie will forward the CAPR agenda to Kim to keep

the committee up to date on this scheduling.

New Business:

Kim presented a draft letter regarding the FDEC's position on the housing of EEOC Office position. The committee approved the revised version of this letter.

Kim and Maxwell raised the issue that the FDEC has been asked to draft a strongly worded written request to FAC, to ask that FAC reconsider the recent decision not to adjust the academic calendar to accommodate Yom Kippur in future academic years. The committee passed a motion to draft such a request. Kim and Maxwell agreed to work together to update the previously drafted letter this week. In addition, some FDEC members and some other faculty plan to attend the FAC meeting next Wednesday to express their objection to this decision.

Kim reviewed changes proposed by FAC to the University Constitution that would change the duties and composition of the FDEC. Gale attended the FAC meeting at which these proposed changes were discussed and expressed the FDEC's discomfort with some of the proposed changes, which seem to reverse revisions to the description of the duties of the FDEC passed during the 2011-2012 academic year, when we became a standing committee. Specifically, the committee concerned about changes that appear to eliminate the college representatives' roles as liaisons to their colleges in relation to faculty searches and hiring (listed as #3 under "duties of the committee"). Additionally, we are unclear why some of the changes to the wording about the election and term lengths for committee members and liaisons have been made. Sophie agreed to research whether or not these changes reflect the fact that guidelines for these procedures are outlined for all standing committees earlier in the constitution. Several committee members expressed not understanding how or why many of the proposed changes were undertaken. We discussed the need to respond to the changes at issue by indicating that we prefer to maintain the original language, both in terms of the committee's duties and composition, as appropriate.

From the Floor

No items were introduced from the floor.

Adjournment

The meeting adjourned at 3:47 pm
Our next meeting will be held on 4/24/13

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