

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

FDEC Meeting: Wednesday, April 24, 2013, 2:00 PM LI 2600

Members Present: Kim Geron (Chair), Stan Hebert (Presidential Appointee), Zanean McClain (CEAS), Jing-Wen Yang (CBE), Gale Young (CLASS), Cristian Gaedicke (COS), E. Maxwell Davis (Women's Studies), Daminna Standfield (MATS)

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

Members Not Present: Korey Brunetti (Library), Enrique Salmon (Ethnic Studies), Annette Walker (Enrollment Development & Mgmt), Diana Balgas (Retention Services), (Fatima Omri (Student Representative), Sagar Wagle (Student Representative)

APPROVED MINUTES

The meeting was called to order at 2:05 pm

Agenda:

1. Approval of the agenda
2. Approval of minutes from 4/10/13
3. Reports:
 - a. FDEC Chair
 - b. Presidential Appointee
4. Old Business:
 - a. Calendar update from FAC discussion
5. From the floor
6. Adjournment

Meeting:

The meeting agenda was approved. The minutes from 4/10/13 were approved without amendments.

Chair's Report:

Kim presented modifications to the University Constitution and Bylaws proposed by FAC in response to our response to their original changes, regarding the duties and composition of the FDEC. These changes relate to the language used to describe the college representatives' roles as liasons to their colleges in relation to faculty searches and hiring (listed as #3 under "duties of the committee"). The committee also reviewed changes to the wording about the election and term lengths for committee members and liasons.

The committee agreed upon the following wording to be written in Article XVII, section 6 of FDEC Duties #3. in the Bylaws: "To monitor all departmental tenure-track hires to determine the impact on the ethnic and gender composition of the departments. FDEC faculty members shall serve as liaisons to the departments in their efforts, so that faculty searches are equitable and inclusive." This change will be suggested at the Senate meeting on 5/7/13.

Presidential Appointee's report:

Stan and Aisha Wahab 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. Dianne Rush Woods will open the event, Jonathan Stoll will MC and sandwiches will be provided. They would like the FDEC to help publicize the event to faculty and students. The committee suggested making a presentation at the May 7 Academic Senate meeting. Stan will meet with Aisha and ASI staff on 4-25 to finalize the schedule for the event, which Stan will communicate then to the committee.

Old Business:

Kim reported on the response to the request that FDEC made 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 discussed the debate that occurred at the most recent FAC meeting regarding making changes to upcoming academic calendars based on the Yom Kippur holiday. Kim reported that discussion centered around the idea of moving the first day of classes for the fall quarter from Wednesday to Monday during the two upcoming academic years during which Yom Kippur would fall on the first day of classes (academic years 2015-16 and 2018-19). This will require rescheduling of the Presidential convocation and possibly Back to the Bay events for each year, which spurred a lot of discussion. FAC ultimately decided to make this recommendation and agreed to forward it to the President's office in order to address the issue of needing to modify the Convocation schedules.

Gale reported on her attendance of the CAPR meeting to review the Theatre department's five-year review. She reported that she was surprised by the lack of report of diversity-related activities within the department because she is aware of many diversity-supportive activities and initiatives within the department. She noted, for example, that they had good diversity data regarding faculty but did not highlight this. Her impression was that the department did not appear to be thinking about and writing about diversity as they prepared the report.

The committee discussed the impression that departmental ILOs often do not appear to directly address diversity. It appears that departments follow the CAPR document for the purpose of these reviews, but what's in that document is not sufficient to address diversity issues. We discussed this as a reflection of the fact that diversity and the diversity ILO do not yet appear to be on the radar of the either the departments or CAPR. We discussed the need to make a connection for departments between the five-year report process and the goals they set for themselves in relation to the Diversity Mandate.

We reviewed the plan for departmental CAPR reviews:

Health Care Administration:	Jing-Wen (May 2) (Cristian will try to attend)
History:	Kim
Music:	Korey
English:	Cristian
Human Development:	Jing-Wen (May 16)
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
Ethnic Studies:	? (May 2)

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

Kim reported to Amber Machamer about the FDEC's planning for the next Campus Climate survey. He reported that the committee supports the idea of proceeding with a climate-only study in Fall 2013, but that we have not yet finalized our ideas for the survey format and content. Amber agreed to attend our next meeting in order to discuss finalizing these plans.

New Business:

Kim asked that all committee members review the Planning for Distinction Instructional and Services documents to evaluate whether or not it addresses issues of diversity as part of the recommended program and service evaluations.

He asked that the FDEC members read through these materials by the end of the month so that we are able to provide feedback to both of the PFD committees during the comment period.

From the Floor

No items were introduced from the floor.

Adjournment

The meeting adjourned at 3:22 pm
Our next meeting will be held on 5/8/13

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