

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

FDEC Meeting: Wednesday, May 8, 2013, 2:00 PM LI 2600

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

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

**Members Not Present:** Annette Walker (Enrollment Development & Mgmt), , (Fatima Omri (Student Representative), Sagar Wagle (Student Representative), Daminna Standfield (MATS), Kim Geron (Chair),

**APPROVED MINUTES**

The meeting was called to order at 2:05 pm

Agenda:

1. Approval of the agenda
2. Approval of minutes from 4/24/13
3. Reports:
  - a. FDEC Chair
  - b. Presidential Appointee
4. Old Business:
  - a. Follow-up discussion regarding the Office of Equity and Diversity
    - i. Morehead State University –[Chief Diversity Officer](#)
    - ii. San Diego State University –[Chief Diversity Officer](#)
    - iii. [What is a Chief Diversity Officer?](#)
    - iv. CSU Northridge – [Office of Equity and Diversity](#)
  - b. Report of Senate 5/7 activities pertaining to FDEC
5. From the floor
6. Adjournment

Approval of the agenda

Stan motioned to approve the agenda. Christian seconded the motion. The agenda was approved without amendments.

### Approval of minutes from 4/24/13

Stan motioned to approve the minutes of 4/24/13. Enrique seconded the motion. The minutes of 4/24/13 were approved without amendments.

### Reports

#### a. *FDEC Chair*

Maxwell announced that she would chair the meeting in Kim's absence.

#### b. *Presidential Appointee*

Stan's reported that Diversity Day was scheduled for Tuesday 5/14, beginning at 11:30AM. Bill Lockyer is the keynote speaker. Maxwell is participating on in a panel discussion. Committee members are encouraged to attend.

### Old Business

#### a. *Follow-up discussion regarding the Office of Equity and Diversity*

Maxwell stated that the Committee is charged (by the Senate) with drafting a memo to the President outlining FDEC's ideas about the diversity officer position.

Kim emailed Maxwell his recommendation that we hire a chief diversity officer, not just to oversee compliance but also serve on cabinet and the advise president on diversity issues including faculty hires.

The committee looked at various Diversity Officer job descriptions. Discussions ensued around whether this ought to be cabinet-level position and whether this person would handle compliance issues. The committee members agreed that the position should not be housed within risk management.

Stan questioned whether changing the role of the diversity officer would impact the relationship of that person with this committee. Gale questioned what, in any, units would report to this officer.

Mitch suggested that the committee create the position description it would like to see and not consider the current situation.

The committee used the remainder of the meeting to draft the memo, and consulted the following documents

- i. Morehead State University –[Chief Diversity Officer](#)

ii. San Diego State University –[Chief Diversity Officer](#)

iii. [What is a Chief Diversity Officer?](#)

iv. CSU Northridge – [Office of Equity and Diversity](#)

b. *Report of Senate 5/7 activities pertaining to FDEC*

12-13 FAC-9, Changes to the Constitution and Bylaws of the University Faculty of CSU East Bay, passed with minor changes. This document includes the changes to the language outline FDEC's composition. This amended document will be placed on the faculty ballot.

#### From the floor

Mitch asked if we could link a scanned copy of the diversity day announcement the senate website. Stan offered to provide a pdf.

Maxwell stated that she would send a draft of the Chief Diversity Officer memo to the committee for input and forward it Kim by noon on Friday, 5/10.

#### Adjournment

The meeting adjourned at 3:55 pm  
Our next meeting will be held on 5/22/13

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