

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

FDEC Meeting: Thursday, January 23, 2014, 2:00 pm, LI 2250

**Members Present:** Kim Geron (Chair), Corey Gin (Presidential Appointee), Sharon Radcliff (Library), Jing-Wen Yang (CBE), Enrique Salmon (Ethnic Studies), E. Maxwell Davis (Women's Studies), Shirley Yap (COS), Diana Balgas (Retention Services), Gale Young (CLASS), Annette Walker (Enrollment Development & Mgmt), Claudia Sandoval (Student Senate)

**Guests Present:** Sophie Rollins (Academic Senate Office),

**Members Not Present:** Zanean McClain (CEAS), Charles Batey (Office of Investigations), Daminna Standfield (Accessibility Services)

**APPROVED MINUTES**

The meeting was called to order at 2:14 pm

Agenda:

1. Approval of the agenda
2. Approval of the minutes 11/9/13
3. Reports:
  - a. FDEC Chair
  - b. Presidential Appointee
4. Old Business:
  - a. Discussion on CAPR Annual Report and whether to add a Diversity section
    - i. Current CAPR annual report rubric
  - b. Status of FDEC as a standing committee
  - c. Placement of Chief Investigator's office; draft resolution
5. New Business
  - a. University Diversity Officer (UDO) and University Administrative Review Committee (UARC) discussion
    - i. Senate Chair's request for FDEC's input
6. Adjournment

Meeting:

The meeting agenda was approved. The minutes from 1/9/14 were not approved as they have not yet been distributed.

*Chair's Report:*

Kim Geron reported that The Week of Inclusive Excellence will be held from February 17 to 21,

2014. Maxwell, Sarah Taylor and Dianne Rush Woods will present findings from the 2012 Campus Diversity Study at the faculty research symposium at 1:00 pm on 2-18-14.

Kim Geron also reported that he has been approached by some Science faculty about how to incorporate diversity into their 5 Year CAPR Report and their curricula, so he is working on putting together a workshop related to that issue. Shirley agreed to assist with this effort. The plan is offer this during the Week of Inclusive Excellence as well.

*Presidential Appointee's report:*

Corey Gin let us know that he and Charles Batey will be getting data from JoAnn Hill in order to present the Affirmative Action Plan for the campus at our next meeting.

Corey Gin also mentioned the Lacks family will speak about The Immortal Life of Henrietta Lacks at the Week of Inclusive Excellence from February 17 to 21, 2014. The book is being shared with parents and students from two Hayward high schools who plan to attend as well. There will also be events related to Islamophobia, the issue faced by international students on campus, and

Corey Gin reported that the MLK breakfast was a success, noting that students took part through performance. Comments demonstrated participants' appreciation of its focus on our campus life, rather than on an outside speaker. Gale Young seconded these observations.

*Old Business:*

Regarding the diversity rubric for the annual CAPR reports, we are recommending to CAPR that for CAPR annual reports, rather than developing a separate diversity rubric, we should simply use the same rubric proposed for the five year reports. The Academic Senate will vote on the five-year report version on February 4, 2014.

Kim Geron reported that he has been involved in a number of meetings regarding the status of the FDEC as a standing committee since our last meeting. Apparently, the President did not realize that overturning the new threshold for faculty participation in elections would un-make us as a standing committee. We have the support of the President and the Senate, but we are still in the process of figuring out how to deal with this, since there was not 50% faculty participation in the vote that made us a standing committee. Ex-Com has agreed to push back elections to February 17th to give us time to figure out how to deal with this issue.

There is a proposed amendment before the ExCom that would potential lower the participation threshold for bylaw changes to 25% but this needs to be discussed further at ExCom. The President understands the challenge of the 50% threshold but has not identified what is an acceptable percentage. We debated whether we should hold that vote and the vote on the FDEC's status in the same election, or if we should wait until Spring to have a vote on the official status of the FDEC. We also discussed the possibility we could be grandfathered in, based on more than 35% faculty participation in the 2012 election through which we became a standing committee. This might also affect other votes held in relation to other issues and

committees. In the meantime, we will continue to conduct business on the assumption we are functionally a standing committee.

Kim Geron also reported on the issues surrounding the placement of the Chief Investigator's office and shared the resolution drafted outlining where we think this office should be housed and who we think this office should report to, to be presented to ExCom. In the resolution, the FDEC urges the administration to conduct further research about the placement of this office. Some committee members voiced concerns that this officer should not report to anyone in or be housed within Administration and Finance, but Corey pointed out that Human Resources falls within Administration and Finance, so this would be difficult. We discussed the various options of housing this position in Human Resources, the Office of Equity and Diversity, and elsewhere, as opposed to Risk Management, as is currently the case.

Gale Young raised a motion to support this resolution and Enrique Salmon seconded that motion. The motion to support the resolution was voted on and passed by the committee.

*New Business:*

Kim Geron noted that our resolution to support the creation of the University Diversity Officer has yet to be voted on by the Academic Senate Executive Committee. Despite that, we have a new draft resolution to the Faculty Affairs Committee and the Senate Executive Committee regarding University Administrative Review Committee review of the University Diversity Officer position. The President does not feel that this position falls under the purview of UARC review, but the chair of the Academic Senate has requested our input as to whether or not this position falls under the purview of UARC review, pursuant to III A 4 of 12-13 FAC 13.

Gale Young raised the issue that this position should probably have been filled through a national search, but instead was filled through a hand-selected appointment on campus. The committee discussed whether or not the current University Diversity Officer should be considered an interim Officer, pending a national search in which she would need to compete for the permanent position. We also discussed this should likely be addressed in a resolution, although perhaps in a separate resolution. We ultimately decided not to include this issue in the current resolution.

The committee did decide to make modifications to the resolution, including referencing our letter of May 9, 2013 and the research conducted in order to develop the recommendations therein, specific recommendations about the conduct of further research and the reporting of those results back to the Academic Senate and campus community and our previous recommendation about where this office should be located.

Gale Young moved to amend the resolution and Enrique Salmon seconded that motion. The committee voted to make these amendments. Kim Geron agreed to send the amended resolution out to the committee by our next meeting.

*From the Floor:*

Gale Young raised the issue that even in her department, the final three candidates for their current faculty position are all white, even though she feels that her department did everything they could to create a diverse pool. She feels that the policies in place supported this outcome.

Maxwell Davis raised the issue that the FDEC will need to elect a new secretary for Spring quarter, as she will be on maternity leave.

*Adjournment*

The meeting adjourned at 3:32 pm  
Our next meeting will be held on 2/13/14

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