

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

FDEC Meeting: Thursday, January 9, 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), Charles Batey (Office of Investigations), Daminna Standfield (Accessibility Services), Diana Bargas (Retention Services), Gale Young (CLASS), Dianne Rush Woods (Office of Diversity), Claudia Sandoval (Student Senate)

Guests Present: Sophie Rollins (Academic Senate Office), Amber Machamer (Institutional Research), Mitch Watnik (Academic Senate)

Members Not Present: Zanean McClain (CEAS), Annette Walker (Enrollment Development & Management)

AMENDED MINUTES

The meeting was called to order at 2:19 pm

Agenda:

1. Approval of the agenda
2. Approval of the minutes 11/14/13
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. Diversifying job descriptions and recruitment methods referral
 - c. Update on Campus Climate Survey planning
 - d. 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 11/14/13 were also approved.

Chair's Report:

Kim had nothing to report and deferred to the discussion of old business.

Presidential Appointee's report:

Corey reminded us that the Diversity Office is hosting an Martin Luther King, Jr. Day breakfast next Tuesday morning (1-14-14) from 8:00 to 9:30 am in the New University Union multipurpose room. She would like the entire FDEC to be in attendance and has arranged for us to have our own table. There will be student presentations and other activities with breakfast.

Old Business:

The committee discussed the CAPR Annual Report and whether or not to add a Diversity section Maxwell agreed to look for old version of motion for standing committee status to pull out language about FDEC contributions to CAPR reports, to be inserted after Summary of Assessment or Self Study: Diversity, A, B, C, D etc. This would involve adding a third page to the current form. The committee agreed to use what we have for the five year report.

Gale Young raised the issue that the five year report should be linked to the ILO on Diversity & Diversity & Social Justice and that his secure greater support from the Senate. We reviewed documents relevant to this and discussed the idea of telling the Senate that this is CAPR's recommendation. Kim will also tell them that we already have a one-year version.

The committee also discussed the need to make recommendations regarding diversifying job descriptions and recruitment methods referral, and to figure out who will work with committees to address this. We discussed problems with this related to entitled lecturers and developed a plan to review statistics on the diversity of lecturers vs. tenure track faculty.

We discussed updates related to planning for the Campus Climate Survey. The FDEC subcommittee met to review a survey from the same company that we used for the student survey, which gives us the opportunity to add about 10 questions of our choosing. Amber Machamer is still getting information that we need in order to launch the faculty/staff survey.

Kim Geron and Charles Batey reported on their meeting with the Diversity officer at MSU Denver and we reviewed the campus climate survey used at MSU Denver, with results broken down by division, rank, status, etc. That survey focuses on satisfaction and was created by ModernThink, which offers more flexibility than the ones we were considering

<http://www.msudenver.edu/climatesurvey/>

Charles Batey reported that MSU Denver spent lead up time building up support for the survey before launching it. This effort was spearheaded by a group of about 60 people. The leader of the survey initiative met with staff, faculty, AVPs, academic senate, etc, and worked with an advisory committee to develop and launch it. MSU made a point to all stakeholders about their commitment to using data to bring about change, translate it into action and then actually did so. An exit interview process for departed staff and faculty was also incorporated into the survey.

We discussed the idea of delaying deployment of our faculty/staff survey until spring quarter, so that we can lay the groundwork for using a better tool and securing greater levels of

participation. Gale Young suggested doing some survey this year and laying the groundwork for doing a better, more MSU-like survey next year, in light of the fact that WASC is coming in 2015 and we are three years past due what we said we'd do in 07-08, as this would mean we'd done two surveys, at least.

We deferred discussion of the draft resolution regarding placement of the Chief Investigator's office to our next meeting.

New Business:

The committee discussed the University Diversity Officer (UDO) and University Administrative Review Committee (UARC), based on the Senate Chair's request for input from our committee. We recommend to FAC that they discuss this, as an element of the employment and review document. It was suggested that the FDEC vote on this by email and respond to FAC by email.

From the Floor:

Mitch Watnik approached the committee to discuss the fact that President Morishita sent a memo to him on December 20, 2013 vetoing changes to the participation threshold required for faculty elections that involve making changes to the Constitution and Bylaws of the Academic Senate. This effectively overturns the FDEC's standing committee status because the faculty vote by which we became a standing committee on May 7, 2013 did not include 50% representation of the faculty.

Mitch reported that on Tuesday January 7, 2014, he asked the Executive Committee to pass the entire FAC document except the part that President mentioned in his memo but the Executive Committee declined to do so and was not amenable to that approach. As a consequence, he reported that this issue is not officially on the Senate agenda for 1-14-14.

Mitch also reported that he told the Executive Committee that he will, during the Chair's report, ask for advice about this issue, and was told that this was not appropriate either. He plans to do so regardless and will ask to put both the 11-12 FDEC ballot and the CAPR document that did not meet quorum back on the ballot. He reported that the Executive Committee has expressed that it would prefer to further discuss and then amend the document before it goes forward.

The FDEC supports Mitch's plan to discuss this at next week's Academic Senate meeting. Gale Young suggested that the FDEC respectfully request that the President reconsider his decision. She points out that this was not prompt response. Mitch agreed to look into the definition of "prompt."

Adjournment

The meeting adjourned at 4:05 pm
Our next meeting will be held on 1/23/14

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