

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

FDEC Meeting: Thursday, October 24, 2013, 2:00 PM LI 2600

Members Present: Kim Geron (Chair), Corey Gin (Presidential Appointee), Sharon Radcliffe (Library), Zanean McClain (CEAS), Jing-Wen Yang (CBE), Diana Bargas (Retention Services), Annette Walker (Enrollment Development & Mgmt), Enrique Salmon (Ethnic Studies), E. Maxwell Davis (Women's Studies), Gale Young (CLASS), Shirley Yap (COS)

Guests Present: Endre Branstad (Academic Senate Office), Claudia Sandoval (Student Senate), Amber Machamer (Institutional Research)

Members Not Present: Daminna Standfield (Accessibility Services)

APPROVED MINUTES

The meeting was called to order at 2:08 pm

Agenda:

1. Approval of the agenda
2. Approval of the minutes 10/10/13
3. Reports:
 - a. FDEC Chair
 - b. Presidential Appointee
4. New Business:
 - a. Draft of proposed rubric for diversity,
 - i. Discuss feedback from CAPR, need for definition of 4 evaluation levels, need for memo to explain Purpose of Diversity Rubric
 - b. Diversifying job descriptions and recruitment methods referral
 - c. Update on Campus Climate Survey planning
5. Old Business:
6. Adjournment

Meeting:

The meeting agenda was approved with the elimination of one item. The minutes from 10/10/13 could not be approved as they were not ready for review.

Chair's Report:

Kim brought up concerns raised at our last meeting by visitor Terry Jones about the University's lack of response to the FDEC's carefully drafted recommendation letter regarding the creation of the University Diversity Officer position. Gale echoed these concerns. Shirley raised concerns about lack of input into the hiring of Linda Nolan's replacement as well. Corey indicated that he

was actually involved in that hiring process. Kim suggested updating our previous letter to the President and reiterating that we still wish to have a conversation about the concerns raised in it. Maxwell agreed to send out the original letter we wrote to the president in spring quarter 2013 so that newer committee members can review it as we begin to draft the follow up letter.

Presidential Appointee's report:

Corey indicated that he had nothing to report.

New Business:

We reviewed the draft of the proposed rubric for assessing diversity issues in the five-year review process. CAPR will need to approve it, send it back to ExCom for consideration and then it will be voted on by the full senate. We discussed the pros and cons of adding brief examples for each of the assessment categories.

We will recommend to CAPR that departments completing five-year reviews fill out this form themselves beginning next year. In the meantime, FDEC college reps will meet one on one with department liaisons before they go before CAPR in order to get an idea of how they would have filled out the form and fill it out in their stead. Our write-ups this year will serve as learning exercises and will not be attached to departments' five-year reports. Gale agreed to be Kim's thinking partner in editing the language and assessment categories on the form and creating a memo to explain Purpose of the Diversity Rubric.

We discussed the need to write a "referral" regarding the need to diversify job descriptions and recruitment methods in faculty hiring procedures. There is clearly room for improvement; some departments are much more explicit about diversity related issues than others in their announcements.

We discussed our efforts to select a new survey tool for the Campus Climate Survey. We are very happy with the EBI survey that we've reviewed based on previous meetings and conversations, save some of the demographic questions. Amber indicated that we are able to substitute our own institutional demographic questions for the ones used in the survey as preloaded. We can also add up to ten individualized questions. Amber will work on the survey tool tomorrow in order to get it submitted by next Wednesday, and Gale and Maxwell agreed to answer questions as needed as she works on this. The plan is to launch this survey on 11-4-13. It may get pushed back a bit if we are not quite ready by then.

Next, we will begin going through the EBI survey for faculty and staff in preparation for launching that in Fall 2014.

Old Business:

No old business was raised.

From the Floor:

Shirley announced the Equity Week event about discrimination and harassment in the CSUs to occur at Sacramento State at 1:00 pm on 11-30-13. Shirley and Kim plan to attend and Kim will send out an email about the event.

Adjournment

The meeting adjourned at 3:55 pm
Our next meeting will be held on 11/14/13

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