

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

FDEC Meeting: Thursday, February 13, 2014, 2:00 pm, LI 2250

Members Present: Kim Geron (Chair), Corey Gin (Presidential Appointee), Sharon Radcliff (Library), Enrique Salmon (Ethnic Studies), E. Maxwell Davis (Women's Studies), Zanean McClain (CEAS), Jing-Wen Yang (CBE), Charles Batey (Office of Investigations/Risk Management), Daminna Standfield (Accessibility Services)

Guests Present: Nick Baham (Ethnic Studies, CFA Council for Affirmative Action), Claudia Sandoval (Student Senate), Joanne Hill (Human Resources), Landon Patton (ASI)

Members Not Present: Shirley Yap (COS), Gale Young (CLASS), Dianne Rush Woods (Office of Diversity), Diana Balgas (Retention Services), Annette Walker (Enrollment Devt & Mgmt)

APPROVED MINUTES

The meeting was called to order at 2:10 pm

Agenda:

1. Approval of the agenda
2. Approval of the minutes 1/9/14 and 1/23/14
3. Reports:
 - a. FDEC Chair
 - b. Presidential Appointee
 - i. University Affirmative Action Plan
4. New Business
 - a. Election of a Spring 2014 Secretary
5. Adjournment

Meeting:

The meeting agenda was approved. The minutes from 1/9/14 were not approved but the meeting notes from 1/23/14 were approved.

Chair's Report:

Kim Geron provided an update on the work of the Campus Climate Survey subcommittee. The subcommittee met on Monday 2/10/14 and although we have been leaning toward using the ModernThink survey format for the faculty survey, Dianne Rush Woods felt it would be more consistent to use the EBI survey tool for faculty this year, given that we used the EBI survey tool for students this year. This requires us to do more analysis, but Amber Machamer is in the process of hiring a data analyst to work on this so that should not be an insurmountable barrier. The subcommittee will meet again during the week of 2/24/14.

The sub-committee's plan is to compare the potential EBI faculty survey with the EBI student survey we used, including the questions that we added. The plan is to launch this survey in the spring. We are recommending that all faculty and staff be surveyed. We are also looking into creating a version of the survey for monolingual Spanish speakers, since we have a significant number of Spanish speaking staff. We will also create hard copies of the survey and request protected time for staff to complete it.

Daminna raised the issue that the survey tool also needs to be made accessible for individuals with disabilities. She will raise this concern with Amber Machamer.

Kim Geron reported that the University has created a Diversity Council, part of the purpose of which is to review the Diversity Action Plan created in 2010 and presented to the President. Dianne Rush Woods would like to bring this plan to the FDEC for discussion and we would like the FDEC to participate in the continuation of these efforts.

Kim also reported that in order for the FDEC to regain its status as a Standing Committee, there must be another election, to address what level of participation and what level of majority support among participants are needed to pass a faculty election related to a change to by-laws (25%, 33.3%, 50%, etc?). This election will begin 2/17/14. As of right now, our status is still in limbo, but once this vote occurs, another vote will be held about our status issue.

Presidential Appointee's report:

Corey Gin, Charles Batey and Joanne Hill presented the Affirmative Action Plan, focused on "where we are now, where we need to go, and how best to get there." This plan addresses stats and needs of three protected groups; women and ethnic minorities, individuals with disabilities and veterans, via Federal guidelines guided by Executive orders, Federal regulations and Vietnam-era veterans laws. CSUEB contracted with the Biddle consulting group to develop the Affirmative Action Plan. CSUEB reports yearly data running from Nov 1 to October 31 about whom CSUEB hired, fired, promoted, etc., and stats are generated from these reports.

Nick asked if the Plan addresses the needs of members of the LGBTQ community. Charles indicated that there is discussion at the Federal level as to whether that group should be addressed as a protected class. He believes that colleges and Universities will soon be asked to include that group in plans.

Nick also asked about whether or not deaf individuals and Afghan students are included in protected categories. Nick asserted that we should be leaders in expanding these categories rather than simply taking the lead from the Federal government on how to define diversity.

They reviewed data for 2012-13. The report indicates that this included 693 faculty, 378 (54.5%) of whom were female and 214 (30.9%) of whom were ethnic minorities. Charles compared these numbers favorably to the theoretical available national pools of faculty who are female and ethnic minorities, which are 51.4% and 17.4% respectively.

Zanean asked if data was broken down by ethnicity and by sex within ethnicity. Charles indicated that it is not but that this might happen in the future. Maxwell asked if this data was

broken down by lecturer/tenure track/tenured status. Charles indicated that it was not but that he would be interested in looking at these breakdowns.

The report notes significant underutilization of "protected class" members in executive management/supervisory positions and various types of faculty and instructional support positions (coaches, librarians, etc). Thus the University must set goals and timetables for corrective actions to address these deficits. One part of this plan is to develop an outreach and recruitment plan to address these deficits. They expressed interest in hearing the thoughts and ideas of the FDEC about how CSUEB can help realize solutions to these issues.

Enrique raised the issue that it would be useful to know why faculty decided to accept offers from CSUEB, why others did not, as well as why some stay and some leave. Nick, Maxwell and Kim raised issues with regard to faculty discussions around faculty hiring, including issues with recruitment, interviewing and selection. We also discussed issues with "other/decline to state" categories. The committee indicated that we would like to see the full numbers from the report.

Corey Gin reminded the faculty that the Week of Inclusive Excellence begins on Monday 2/17/14 and encouraged all to attend and bring students to the variety of events being held. He highlighted several activities, including a discussion with the Lacks family on the evening of 2/17/14, a presentation on Islam and Hip Hop on 2/20/14 and a presentation on the pedagogy of teaching international students on 2/21/14.

New Business:

The FDEC needs to elect a new Secretary for Spring 2014 because Maxwell will be on maternity leave. Maxwell outlined the responsibilities involved and the resources available for this. Zanean McClain offered to take on this responsibility for Spring quarter 2014.

From the Floor:

Kim suggested that all present read Terry's article in today's Pioneer, "The Illusion of Inclusion."

Kim announced that Maxwell Davis, Dianne Rush Woods and others will present findings from the 2011-12 Campus Diversity Study at 1 pm on 2/18 as part of the Week of Inclusive Excellence.

Kim also announced that at the 2/18/14 ExCom meeting there will be a discussion of bullying, discrimination, and exclusion on campus. Kim will report on this discussion at the next FDEC meeting.

Adjournment

The meeting adjourned at 3:47 pm
Our next meeting will be held on 2/27/14

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