

Faculty Diversity and Equity Committee Meeting Notes

April 10, 2014

Start time: 2:10pm End time: 3:55pm

Members Present: Kim Geron-Chair, Gale Young, Shirley Yap, Charles Batey, Claudia Sandoval, Sophie Rollins, Christina Chin-Newman (fill-in for E. Maxwell David in Spring Quarter). Jing-Wen Yang, Sharon Radcliffe, ZaNean McClain; Diana Balgas, Daminna Standfield

Guests: Dianne Rush Woods, Sophie Rollins

Members Absent: Corey Gin, Enrique Salmon, Annette Walker

1. Approval of the agenda
2. Approval of the minutes 2/27/14
 - a. No minutes were available from our previous meeting in March due to absence of Dr. Maxwell Davis.
3. Reports
 - a. FDEC Chair
 - i. Status of FDEC –
 1. Faculty chose to change procedures with regard to Bylaws
 2. Is FDEC currently a standing committee? Not currently due to previous vote of faculty not meeting quorum and veto by President of 2nd attempt.
 3. In Winter Quarter 13 faculty voted to change the voting procedures regarding bylaws and we waiting to see if the President will agree to the new voting procedures (50%+1 of 50% of regular faculty or if 50% of faculty voting does not reach 50% but reaches 33% of regular faculty, then a 2/3rds vote of faculty would approve by law changes)
 4. We still have to go out and get the bylaws approved to become a Senate standing committee. We decided we should include on the Spring 14 election ballot as there will interest in the elections.
 5. Motion – to put the FDEC bylaws document on the Spring ballot for voting purposes. Gale Young made motion and Sharon Radcliffe seconded; approved unanimously.
 6. Strategies were discussed on how to provide information about the committee and encourage voting on the document in the ballot
 - ii. Resolution on Academic Advising –
 1. ASI wants to pursue this as CSUEB is said to be known by their diversity on campus (Claudia Sandoval)

2. Students do not feel like they are treated fairly (specifically international students)
 3. Linda Dobb has drafted a one-page document with all of the places that students can go for academic advising and she will be presenting on these places and the types of advising
 4. Can the FDEC committee support this resolution in some formal way? For now, it is being heard by CIC. We may revisit and endorse the ASI resolution at a future meeting.
- iii. Campus Climate Presentation –
 1. CSUEB does not have a Ombudsperson and a place where a restorative justice framework can be applied at this time. This is currently under discussion with the Provost.
 2. The Restorative Justice Model was introduced by Dr. Eileen Barrett and Dr. Luz Calvo who researched and came up with the proposal of a center basing their idea off of a model happening in K-12 schools and universities currently
 3. Discussed concept of Restorative Justice services
 - iv. Campus Climate Survey
 1. Student surveys are complete last Fall and are being analyzed by Institutional Research. A Faculty/Staff survey is in process. The Survey is from the EBI organization and will include a few additional questions that have been approved by the President that were based on questions used in the in UC campus climate survey this year and address issues related to bullying as reported by University Diversity Officer Dr. Dianne Rush Woods
- b. Presidential Appointee
 - i. Since Corey Gin was not in attendance and Charles Batey did not have a full report, Dianne Rush Woods discussed the plans to develop an African American student success initiative. 25 people have been meeting for approximately five months once a month to discuss this matter.
 - ii. The focus is on how to get these students to stay and graduate from CSUEB on time and provide them various support services.
 - iii. Charles Batey report that CSUEB is close to reaching 25% Latino enrollment which will enable CSUEB to apply for funding as a Hispanic Servicing Institution and be able to apply for additional resources.
4. Old Business:
 - a. 13-14 FDEC 2 amended: Diversity Rubric for CAPR Five-year Review
 - i. Diversity Rubric – will bring back next meeting to discuss concerns raised in Senate about the Rubric.
 - b. Tenure track search process discussion

- i. Linda Dobb is looking into doing more to gain diversity into searches (e.g., a strategy of actually going to events to promote positions rather than just placing ads in the paper)
- 5. New Business – we discussed upcoming events sponsored by the ASI Diversity Center and that Diversity Director Jonathan Stoll is leaving soon for a new position and the major impact Mr. Stoll has made in bringing diverse topics, speakers to our campus to expose our students to a variety of views from noted scholars to others.