

Faculty Diversity and Equity Committee
APPROVED Meeting Notes
May 22, 2014
Start time: 2:15pm End time: 3:25pm

Members Present: Sharon Radcliff (Library), Charles Batey (Office of Investigations/Risk Management), ZāNean McClain (CEAS), Kim Geron (Chair), Jing-Wen Yang (CBE), Gale Young (CLASS), Christina Chin-Newman (fill-in for E. Maxwell Davis in Spring Quarter), Shirley Yap (COS) Claudia Sandoval (student representative)

Guests Present: Sophie Rollins (Academic Senate Office)

Members Not Present: Corey Gin (Presidential Appointee), Dianne Rush Woods (Office of Diversity), Daminna Standfield (Accessibility Services), Diana Balgas (Retention Services), Annette Walker (Enrollment Devt & Mgmt), E. Maxwell Davis (Women's Studies), Enrique Salmon (Ethnic Studies)

1. Approval of the agenda
 - a. Charles Batey moved to accept the agenda and Jing-Wen Yang seconded
 - i. All in favor
2. Approval of the minutes 5/8/14
 - a. Shirley Yap moved to accept the minutes and Gale Young seconded
 - i. All in favor
3. Reports:
 - a. FDEC Chair
 - i. Diversity rubric
 1. We are getting some push back on the rubric and some people are against this being a part of CAPR
 2. Tactic would be to go forward and share the history of rubric next go around. Last Tuesday the rubric was sent back to the FDEC committee to re-evaluate and resubmit
 3. In the past some individuals wanted the rubric to be more specific and some individuals didn't feel it belonged at all (complete opposite sides of the continuum)
 4. The criteria have always been in CAPR, but it was just hidden away. The rubric was created because of this.
 5. Use the rubric as an appendix (not in the document, but a tool of the document)
 - a. It must be referenced so people will not just breeze over it and forget to write a blurb with regard to diversity
 - b. June 5, 2014 is the last CAPR meeting

- ii. Campus Climate survey
 - 1. Only at low 20% response rate and need to encourage more faculty, staff and students to complete the survey
 - 2. Goal is to get about 40% return rate
 - 3. We hope that people will write in the boxes and that will take about 20 minutes; less time if just checking items
 - 4. Reminder emails are being sent out to faculty (on campus) and selected students

- iii. Tenure track search process
 - 1. Orientation was held last Monday (5/19) and every committee is now required to have a diversity advocate amongst themselves
 - 2. These individuals will be trained (before August 2014)
 - 3. Although we don't mean to view people differently, we do!
 - 4. We are going to be more aggressive in hiring diverse qualified candidates
 - 5. Finance is the key to actively recruit diverse qualified individuals
 - 6. Timing of big conferences across disciplines is an issue with the deadlines provided by the university with regard to the hiring process
 - 7. We need to reach out to sub groups of organizations (e.g., women, race/ethnicity, graduate student, disability groups)
 - 8. Diversity goes beyond race and color. We want students on this campus to have role models that represent them
 - a. Essentially the protected class

b. Presidential Appointee

- i. No report, but Charles Batey will be working on projects this summer with Diane Rush Woods and will be back in the Fall to report to the committee

4. New Business:

- a. 14-15 FDEC election process
 - i. Chair of committee
 - 1. Jung-Wen Yang asked if there were other nominations for Chair and Charles Batey seconded; None
 - a. Vote: All those in favor Dr. Kim Geron as Chair was asked by Gale Young
 - b. All in favor
 - ii. Secretary
 - 1. We will wait until the first meeting to elect a secretary

5. Adjournment

- a. Motion to adjourn made by Gale Young and seconded by ZāNean McClain