

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

FDEC Meeting: Thursday, January 8, 2015, 2:00 pm, LI 2750

Attendees: Kim Geron, Gale Young, Zanean McClain, Chul Kim, Corey Gin, Diana Balgas, Dammina Standfield, Pei-Hui Hsu, Diane Woods

Unofficial Notes by Kim Geron

FDEC Chair Report:

Committee discussed status of tenure track searches and Affinity Hires including the process last year and how positions/departments were selected and what criteria were used. It was last year and is difficult in this year's call to determine what to make your argument around if it is not clear what the criteria are such as traditional factors such as numbers of students served by the position, etc..

Presidential appointee – no report for this meeting

University Diversity Officer Report:

Campus Climate survey draft report is being reviewed by President's cabinet. After they give feedback and report is finalized, there will be a presentation at FDEC and at other campus townhalls. The data will be available online to the campus.

Diversity Grant Proposals are due January 16th

Diversity Center Coordinator search is taking place now.

Week of Inclusive Excellence will feature many topics and highlight the CSUEB campus read, and the author, Jennifer Finney Boylan, of "She's Not there, A life in Two Genders"

Presentation by Jason Singley of Conversion of CSUEB to Semesters

- Process will tap into academic senate structure – we discussed timeline and budget for the process.
- FDEC will have a representative on the conversion Steering Committee, FDEC recommend Colleen Fong and if she is unable, Zanean volunteered to serve.
- FDEC will participate in the conversion process to ensure that SLOs, course descriptions, curriculum and pedagogy reflect campus Diversity ILO

Kim Geron

- Working on Campus Climate Survey
 - Needs to be shortened
 - Very long right now
 - Still needs to be cleaned up
 - Hoping to roll out in March
 - Trying to make it decipherable: what does it mean for each group?
 - Common language

DELO

- Reviewing tenure track searches
- Diverse pool for telephone and in-person meetings
- Diversity advocate on each hiring team
- Getting feedback from people on how to make it better
- End of February: decisions will be made for 2016

Affinity Hire Searches

- Traditional hire: department puts in proposal to hire for positions
Chairs look at the most meritorious positions
- Affinity Hire
 - Multi-department proposals around institutional learning outcomes
This year, 4 departments were hired to see how they would work together once the person was hired.
 - Original idea has been changed: sustainability in diversity

Dianne Rush Woods; UDO

- Recognized Diana Balgas for successfully defending her dissertation
- Diversity Development Program
 - 90 minutes

Corey Gin; Presidential Appointee

- Campus Reading Program: She's Not There
 - Books are available for all faculty and staff, provided by the Provost's Office
 - Will have a talk with the author during Week of Inclusive Excellence
- Diversity Center Coordinator
 - In the process

Jason Singley: Semester Conversion

- Jason, Eileen Barrett, and another associate director
- Put the campus on semester beginning in 2018
- Fall 2018 we will be on semesters
- Three have included Mike Hedrick, Glen Perry,
- Six campuses have been asked to make the transition
- Three already have been engaged in the process
- LA and Bakersfield are on their way
- Cal Poly Pomona has a 8 month head start on us; They will be moving to 2018
- SLO and San Bernardino are resistant
- Excellent models out there; adapting best practices
- Figure out what fits for our campus and campus culture
- Committed to engaging the faculty governance in place
- Steering committee: faculty, administrators, and students that can help plan the process
- Meeting will be tomorrow
- Appointments are from FDEC, and while you are on the committee

- Initial tasks: Figure out timeline and budget