

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

FDEC Meeting: Thursday, October 9, 2014, 2:00 pm, LI 2250

Members Present: Kim Geron (Chair), Corey Gin (Presidential Appointee), Sharon Radcliff (Library), Colleen Fong (Ethnic Studies), E. Maxwell Davis (Women's Studies), Gale Young (CLASS), Chul Kim (COS), Pei-Hui Hsu (CBE), Paul Carpenter (CEAS), Daminna Standfield (Accessibility Services)

Guests Present: Charles Batey (Office of Investigations), Sophie Rollins (Academic Senate Office), Dianne Rush Woods (University Diversity Office)

Members Not Present: Annette Walker (Enrollment Development & Mgmt), Diana Bargas (Retention Services)

APPROVED MINUTES

The meeting was called to order at 2:10 pm

Agenda:

1. Introductions
2. Approval of the agenda
3. Reports:
 - a. FDEC Chair
 - b. Presidential Appointee
4. New Business:
 - a. 11-12 cFDE revised: Proposal to make FDEC a standing committee of the University faculty
 - i. Language and membership correct?
 - ii. [FDEC Policies and Procedures](#)
 - b. [13-14 FDEC 2 amended](#): Diversity Rubric for CAPR Five-year Reviews
 - i. Senate referred back to FDEC on 3/11/14: There were comments about the definition of multicultural learning and whether different disciplines will have difficulty meeting these criteria throughout their curriculum. With small pools to pull from, Science and related disciplines may be challenged to meet the faculty diversity criteria. It was noted that these disciplines can score high on efforts to recruit young people to these disciplines, for example, through the Science Fair. There were comments that the definitions need not be seen as excluding the sciences; the criteria are about how we are teaching our diverse students. CAPR Chair Chamberlain noted that CAPR worked with FDEC on early drafts of the document. There was further discussion as to what extent the document will or will not require curricular changes. There was the suggestion that something be added to the rubric regarding connections to the community. M/S/P to send to committee to review the Senate discussion.

5. Adjournment

Meeting:

Committee members introduced themselves and the agenda was approved.

Chair's Report:

Kim reported on the execution of the Campus Climate survey in spring 2014.

He noted Amber Machamer's departure from CSUEB and described the work EBI has done to help us interpret the survey data. Alexis Alabastro has been helping with analysis of the data generated through the survey. Kim and Gale noted that some methodological issues have arisen with some of the data analysis and presentation. Dianne noted that by winter quarter, we hope to be able to extract data as needed and move forward.

We discussed the issues of the disparities between the racial/ethnic composition of the CSUEB faculty and student bodies, and the need to include questions in future surveys that address issues such as faculty's family educational background, nation of origin, etc.

Presidential Appointee's report:

Corey had nothing to report.

Charles had nothing to report.

New Business:

Kim presented to the committee the revisions to the proposal to make FDEC a standing committee of the University faculty, including the description of the DELO position and the FDEC's charge. He and Dianne described the adoption of the San Marcos model for faculty search committees, which involves the election of a diversity advocate within each faculty search committee. We also discussed the need for FDEC members to participate in the five-year review process for various departments. We discussed the committee's interactions with CAPR and the need to establish a protocol for faculty exit interviews.

We discussed aspects of the Proposal that are outdated due to changes in rules, titles, etc, within the University and the need to update it. Corey suggested that we need to update the proposal document. Kim suggested updating membership information and titles only. Dianne suggested doing so at the beginning of spring quarter, with simple changes to take effect at the beginning of the next academic year. We are concerned that the policies need to accurately reflect committee membership.

Kim led a discussion about our work with CAPR, specifically our goal of looking at issues of diversity within the CAPR five-year review document. Kim reminded us that we made an effort to define what we mean by diversity in this document through the use of a rubric presented to the

Academic Senate in 2013-14, which has not yet been adopted by the Academic senate, although it has been brought up twice. Objections have been raised to the rubric within the Senate by senators who feel that the way it is laid out will disadvantage departments within which course work does not include teaching, learning and research specifically about issues of diversity.

Kim indicated that he has requested written suggestions for changes to the rubric and has received written input from Jim Murray of COS, to insert “where appropriate” next to various criteria.

We discussed the need to find a way to clarify that including diversity in a given program does not only mean including diversity-related content in the curriculum, but also attending to diversity-related needs in pedagogy, instructional methodology, learning tools, etc. We had a long discussion of ways in which the rubric might be modified to be more useful to departments who express such concerns, as well as steps that might be taken to assist such departments in developing and assessing their capacities in relation to issues of diversity and inclusion.

We discussed the possibility of referencing diversity-related ILOs in the rubric as opposed to referencing the 2008 Diversity Plan and there was a lot of support for this idea, since the 2008 plan has never been fully implemented. Colleen agreed to work on these revisions and Kim will bring those revisions back to the committee before taking them back to CAPR.

From the Floor:

No new items were introduced from the floor.

Adjournment

The meeting adjourned at 3:56 pm
Our next meeting will be held on 10/23/14

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