

FACULTY DIVERSITY & EQUITY COMMITTEE

October 8, 2015

AMENDED MINUTES

In attendance: Diana Balgas, Luis Cardenas, Patricia Drew, Colleen Fong, Kim Geron (chair), Corey Gin, Pei-Hui Hsu, Gr Keer, Daminna Standfield, Eileen Barrett (guest)

Absent: Chul Kim

1. Introductions
2. Approval of the agenda
3. Approval of the 5/14/15 Minutes
4. Reports:
 - a. FDEC Chair
 - b. Presidential Appointee
 - c. Semester Conversion
5. New Business:
 - a. FDEC Policies and Procedures
 - i. Updates or changes?
6. Adjournment

Introductions:

Kim Geron is chair and DELO (it's his 2nd (last) of 2 two-year terms)

Colleen Fong (ES rep.)

Patricia Drew (WS rep.)

Luis Cardenas (ASI VP External Affairs, 4th year student)

Pei-Hui Hsu (Accounting & Finance)

Daminna Standfield (Accessibilities rep.)

Corey Gin (Diretor of LEEP, Presidential Appointee)

Diana Balgas (Student Affairs rep., Special Asst. to VP)

Gr Keer (Library, Secretary)

Possible ideas for inviting members from other areas of the campus since many of our representatives are now located under Student Affairs.

Announcements:

CSUEB now has a Title IX Confidential Advocate - Caitlin Kauffman

<http://www20.csueastbay.edu/af/departments/risk-management/risk/titleix/>. Suggestion that FDEC write a recommendation to FAC to put information about her office in the Common Syllabus. There is a form available where faculty can enter concerns about students in distress - there are plans to hire a case manager. Diana Balgas is working on a guide for faculty.

Approval of Minutes from May 14, 2015:

Postponed until next meeting

Chair's Report (Kim):

Overview of work of the committee:

Created Campus Climate Survey

Created Office of Diversity which created Council of Diversity

Work to ensure that faculty searches are equitable

Work on recommendations from other Senate Committees, make recommendations to other Senate Committees

Added an additional piece (Diversity Rubric) to the 5 year reviews of departments

Projects:

Update University Diversity Plan

Address Campus Climate issues

Affinity Hires:

Affinity hires program was developed under old provost; Kim & Dianne will discuss with new interim provost. Eileen & Corey suggest that FDEC will write a recommendation regarding affinity hires. Affinity hires - 3 faculty hired together in a college based on proposals (decided by the Provost); only done one round of hiring (they started this Fall); first round was diversity, next round is civic engagement; affinity hires will meet together and work on projects together; there is an FLC coordinating the affinity hires program. Departments that got an affinity hire also received a document describing what they would be doing. Colleen requests an agenda item for next meeting regarding Affinity Hires.

Diversity Advocates:

Linda Dobb's project to train search committees to improve diversity in hiring. Diversity advocates receive stipends.

Presidential Appointee Report (Corey):

Week of Inclusive Excellence training will be available for faculty & staff (more details at next meeting).

Diversity Council all-day retreat January 22nd - Dr. Tom Brown will be facilitating.

Semester Conversion Report (Eileen):

Oct. 9th is the first steering committee meeting.

Cultural groups & women subcommittee was working on overlay proposals. In the end the proposal was not accepted. What was accepted is that there would be cultural groups & women/diversity, sustainability, and social justice overlay. These courses could be met in department or in GE. That model that came up from the GE subcommittee was modified and approved by CIC last year. Overlays will be developed by the GE subcommittee. Goes to the Senate next. Eileen hopes we will be present when it is discussed at the Senate meeting after next week's ExComm meeting. She will forward us the document in question.

GE subcommittee is meeting every Monday (1st & 3rd 4-6pm, 2nd & 4th 2-4pm). Meetings are all open.

Semester conversion is forming a Task Force to be convened by Mike Hedrick on the development of time models for what classes will look like in semesters (how will 3 unit and 4 unit classes mesh). Members will be reps from Senate committees plus Audrey Katzmann (Director of Budget & Communication), Lucero Wallis (University Scheduler). Students from university hour committee will be included on the Task Force.

New Business:

Committee is requested to review the FDEC Policies & Procedures. The document that is currently on the Senate website is not the most recent version. We will try again this year to get the up-to-date document adopted by the Senate.

Latino Educational Achievement Partnership (LEAP) (Diana Balgas):

Diana attended a forum in February about improving Latino student success. SJSU, SFSU, and CSUEB came together to ask how are our campuses changing to be more responsive to the changing demographics of our student population? SFSU did a large student life survey on this topic. Diana was on a proposal writing team to expand the SFSU initiative to CSUEB and SJSU. Luz Calvo is the PI. Will hear back in early 2016. We would be able to customize the survey for our campus. Seed money from SF Foundation and a local Latino foundation. The grant is through the Walter T. Grant Foundation. Based on concerns that surface through the survey, learning circles and change labs would be incorporated to facilitate problem solving. The purpose of the grant is to address inequity.

Luis asks how he can help facilitate the diversity of the faculty. Corey suggests encouraging students to get PhDs and apply for faculty positions.

Adjourned

Kim adjourned the meeting at 3:46pm