

Faculty Diversity and Equity Committee (FDEC) Meeting 1/26/2017 2-3:50 pm  
Location SF 329  
AMENDED MINUTES  
Start Time: 2:06 pm End Time: 3:38 pm

In Attendance: Patricia Drew, Alina Engelman, Ann Marie Rivas, Gr Keer, ZaNean McClain, Lan Wu, Yung-I Liu, Diana Balgas, Kim Geron, Ilana Israel Samuels, Dianne Woods (by telephone)

Absent: ASI VP, Chul Kim, Colleen Fong (leave), Tiffany Taylor, Carlos Salomon (replacement for Colleen Fong)

1. Approval of the Agenda: Patricia Drew moves to approve the agenda, Alina Engelman seconded; unanimous
2. Approval of 1/12/17 Minutes: Lan Wu motioned to approve the minutes, Gr Keer seconded; unanimous
3. Reports
  - a. **FDEC chair** – Kim Geron states that the Week of Inclusive Excellence went really well and this year there were a lot of collaboration from divisions on campus in putting on the various events over the week.
  - b. **University Diversity Officer** –  
Dianne Woods reports on the Week of Inclusive Excellence in detail by each day and stated approximately 1,000 people showed up over the week, which is the largest turn out since starting the Week of Inclusive Excellence. Keynote speakers were fabulous and students at all levels were engaged.

Dianne Woods also mentioned speaking to Jessika Murphy and are talking about an allied training to happen on campus.

She is also working with Jessica Weiss about trainings on difficult conversations in classrooms.

Gr Keer mentioned that the Library would be sponsoring a conversation about Fake news and Alternative Facts February 9, 2017 between 12:30-2:00 pm in the Biella Room.

Ilana Israel Samuels mentioned that her office, in partnership with other divisions, is hosting the Educational Summit in February and a White parent is utterly upset and has made numerous phone calls that the event is not inclusive to her.

Kim Geron mentioned that work is still being done on the executive order and Dianne Woods states that the meeting will be in February.

Kim Geron discussed the American Defamation League (ADL) as a possible training for CSUEB community members.

**c. Presidential Appointee –**

Diana Balgas reported that on January 19, 2017 she attended a Dream US meeting and was informed about DACA eligible students. She stated that the GANAS program serves as the home for many DACA students and there have been 48 students who applied for the scholarship for \$20,000 for five years (through DREAM.US) on the CSUEB campus. In the event that Dreamers go away they will not be able to work in the US, so to empower DACA students trainings are taking place to help students become independent contractors.

**b. Semester Conversion –**

ZáNean McClain reported that she shared with the SCSC members the President's statement and undocumented students.

She reported that the Provost discussed workload issues and university hour & how to use it. If all faculty members wanted a 3/3 workload, they would be able to have one. New faculty will already receive a 3/3 workload for the first and second years of their employment. Some departments have already classified themselves as a 3/3 (e.g., College of Business). This leaves approximately 150 faculty members who would be considered as a special circumstance who would not have a 3/3 workload and Deans have been green lighted to make the decision for all faculty members to have a 3/3 load if they want. A 3/3 workload will mean that class sizes must increase and research requirements will increase.

University hours in Time Module 3 will be assessed after three years and assessments will be done to see if it will continue. There is nothing concrete with regard to how it will be assessed in three years and discussions are to come.

Individualized Advisement Plan (IAP) was also discussed and training is currently happening for advisors. Approximately 4,000 seniors have not taken or passed the WST and in addition to exam fees waived, boot camps are available to help students pass the WST.

A question from a committee member for SCSC is how are we going to assess the university hour (e.g., qualitative or quantitative methods)?

**4. Discussion:**

a. Issues from the DELO/Chair – Kim Geron was approached about two issues 1) “Dream Center” for service to our DACA students on the CSUEB campus (similar to other campuses), and 2) Cesar Chavez event this year on the CSUEB campus (possible idea is a day of service).

b. Ann Marie Rivas followed up from last meeting and stated that changes will be made to the Title IX website in order to navigate the site easier. She passed around a document that provided clear communication and marketing materials and locations that these are being advertised. Not a lot of feedback is provided to the committee, so feedback is always welcome. Another idea is to place this information on syllabi.

5. Adjournment:

Next meeting February 9, 2017 at 2:00 pm  
Kim Geron adjourns the meeting at 3:38 pm.