Members present:  Colleen Fong, Patricia Guthrie, Greg Jennings, Charlotte Perry, Robert Phelps, Lettie Ramirez, Eric Soares

Member absent:  Tom Roby

1. The meeting was called to order by Charlotte Perry at 2:30 PM

2. The agenda was approved: MSP

3. Selection of the Committee Secretary
   It was decided that the office of secretary would rotate as follows:
   Fall Quarter – Pat Guthrie; Winter Quarter – Greg Jennings; Spring Quarter – Colleen Fong

4. Meeting Date for Fall Quarter, 2001
   The next meeting will be November 14, 2001 from 2:45-4:00 PM. We plan to meet monthly.

5. Review of Committee Purpose and Duties:
   After reviewing the Academic Senate document 97-98 BEC 15, we decided that we need to review the Senate or Executive Committee document reflecting the inclusion of a representative from Ethnic and Women’s Studies on the Faculty Diversity and Equity Committee.

   Recommendations:
   Select a Diversity Facilitator as a member of search committee
   Continue faculty survey for new hires during five yr period of 1989-1994
     Continue to explore if and why perceptions of CSUH is less than positive, and why most would not recommend CSUH
   That all search committees embrace the concept of inclusiveness and strive to have membership that reflects the ethnic and gender diversity the university
   That FDEC include a statistician as a member of the committee to assist with collection and analysis of faculty data

7. Report of the Chair
   During the Oct 9, 2001 meeting EXCOM moved to accept the FDEC Report of 2000-01 and place it as an information item to the Academic Senate Oct 23, 2001. EXCOM discussed that membership on the FDEC has specific guidelines for representation from each school. It was suggested that if FDEC needed statistical assistance for analysis of faculty data consider inviting a member of the staff of Institutional Research as a guest
EXCOM referred search committee recommendations to FAC to consider the development of a university policy for search committees that also includes a timeline.

EXCOM also referred the question of the relationship of number of minority and female hires and tenure decisions to FAC.

All Academic Senate committees have agendas, reports and minutes on the webpage.

8. **Prioritizing and identifying Tasks for the Committee work of 2001-02**

   We need subcommittees:
   - Conduct the Faculty survey of new hires during the 5 yr period of 1989-1994; Report on diversity outcomes for faculty by ethnicity and gender. Subcommittee: Robert, Colleen, Tom
   - Explore the use and value of exit interviews for faculty in the CSU system and nationwide. Subcommittee: Pat, Greg
   - Contact the university unit responsible for the new data collection and analysis process with PeopleSoft (does it provide the information we need on faculty by gender and ethnicity for new hires, retentions, resignations, promotions). Subcommittee: Lettie, Charlotte
   - Collaborate with the FAC on policies for search committees. Subcommittee: Eric

   Subcommittees will report during regular committee meetings for the Academic year 2001-02.

9. Adjournment

   Respectfully Submitted,

   Patricia Guthrie