CALIFORNIA STATE UNIVERSITY, HAYWARD
Faculty Equity and Diversity Committee

approved
Minutes of the meeting of February 12, 2002

Members Present: Coleen Fong, Pat Guthrie, Greg Jennings, Charlotte Perry, Tom Roby

Absent Members: Robert Phelps, Lettie Ramirez, Eric Soares

1. Call to order: Charlotte Perry at 10:10

2. Announcements
   Congratulations to Tom Roby for over $500,000 grant for his teacher training program.

3. Approval of Agenda: approved

4. Approval of 1/9/02 minutes: MSP as submitted.

5. Report of Chair
   a. Recruitment Guidebook
      Suggested a Diversity Recruitment Guidebook (approx. 40 pages) with listings of historic Black Colleges & Universities, on-line resources. Pat and Robert will prepare resources for Ex Com. Spring agenda.

   b. Faculty stats from Office of Institutional Research
      Charlotte requested the statistics in January. Unfortunately, the Office has not been able to generate them.

      The central question follows: How can the University meet its hiring goals? Goals were based on population of Ph.Ds in the nation.

   c. Charlotte discussed e-mail correspondence with Deputy Provost Stanley Clark regarding recruitment advertisement. The committee suggests block ads (several disciplines advertising together). The Deputy Provost does not believe the block ads are effective, however.

     d. The Committee will recommend that department search committees form committees during the Spring before the recruitment year and meet before the Fall of the recruitment year. A timeline will be recommended to CAPR and Faculty Affairs. The committee will ask Eric, a Senate member and ExCom. member, to make the recommendation.

      The University loses potential candidates to other universities who interview earlier. It is important
that the search positions be allocated earlier in the year so that the recruitment process can be initiated earlier in the year.

6. Subcommittee Reports
   a. Discussion of Diversity Survey
   Coleen requested corrections and suggestions for the survey. There was a productive discussion of the issues and factors that keep faculty at CSUH.

   Tom will draft a cover letter for the Diversity Survey. The Committee decided that the survey should be given to faculty hired from 1989-99.

7. Adjourned: 4:00

   Respectfully submitted,

   Greg Jennings