California State University, Hayward
Faculty Diversity and Equity Committee

Minutes of the meeting of April 17, 2002

Approved

Members present: Charlotte Perry (Chair), Greg Jennings, Lettie Ramirez (Presidential Appointee), Robert Phelps, Colleen Fong and Patricia Guthrie

Absent: Eric Soares and Tom Roby

1. February minutes were approved; March minutes are still pending.

2. Request to Present FDEC Annual Report to Excom May 7, 2002:
   Perry reported that Don Wort has asked her to provide a report to ExComm at their 5/7/02 meeting which begins at 2 P.M. Chair Perry invited all FDEC members to attend. Perry then solicited comments from the committee about what it thought was important to present and made a list of items.

3. Excom’s Feedback on FDEC Faculty Diversity Questionnaire:
   Perry followed up on an email from Eric Soares indicating Excom had a number of suggestions for the Questionnaire and that it would not be ready to administer until early next fall. Soares, who was absent due to recent surgery, planned to discuss Excom’s comments with the Committee at the next meeting in mid-May, but given that would come after the Excom meeting, Perry decided the Committee should meet earlier on 5/1/02 at 2:40 P.M. pending Soares’s availability.

4. Report of “Best Practices” Workshop in Chicago:
   Perry circulated her presentation, “Best Practices in Faculty Recruitment for a Diverse Applicant Pool,” which she made at the Annual Affirmative Action Association in Chicago on 4/4/02. She reported that she met a number of Human Resources individuals and they especially appreciated her remarks.

5. Subcommittee Reports:
   Faculty Diversity Survey: The Survey will be discussed at the 5/1/02 meeting as noted above.
   Exit Interview Tool: Guthrie and Jennings distributed the survey used at CSUMB and discussed how they would make it more “faculty friendly” and solicited suggestions from the Committee.
   Faculty Diversity Recruiting Guidebook: Perry, Guthrie, Phelps, and Ramirez set this subcommittee meeting for 4/29/02.

6. What does AHANA mean?
   Guthrie reported that the acronym originated from students at Boston College and stands for “African American, Hispanic, Asian American, and Native American.” She said that more than thirty colleges had adopted it and dispensed with the term “minority” and had received very positive feedback from students and that cities such as San Diego had adopted it. Guthrie is circulating a tape among Committee members of a NPR segment on AHANA which aired 3/17/02 and encouraged Committee members to check various websites.

Meeting adjourned at 3:50 P.M.

Respectfully submitted,

Colleen Fong