California State University, Hayward  
Faculty Diversity and Equity Committee  
Approved as corrected

Minutes of the meeting of November 13, 2002

Members present: Patricia Guthrie, Noel Samaroo, William Langan, Rita Liberti, Robert Phelps, Hilary Holz, Nancy Harrison (Presidential Appointee), Stevina Evuleocha

Absent: none

Guest: Gale Young

1. Approval of the Agenda.

   Agenda approved by those present.

2. Election of Committee Secretary.

   Holz volunteered and was elected.

3. Report of the Chair/AALO.

   Langan (chair) is very concerned about the FDEC’s late start. He reported that there was no diversity training at the chairs meeting run by Stan Clark. He said he would contact the chairs directly concerning faculty searches. The committee as a whole expressed concern that the Office of the President has failed to give university training concerning diversity in faculty hiring to departments, particularly new chairs. It was noted that some faculty have reported the belief that one cannot do outreach as it may now be illegal, which belief is incorrect.

4. Old Business
   a. Reports from Continuing Members

      Phelps - Faculty Diversity Survey

      Survey was distributed. At this point, Gail Young (Associate Dean of ALSS) from the university WASC planning committee arrived and the meeting changed course.

5. New Business
   a. WASC discussion with Gale Young

      The FDEC decided to exercise their rights as a community of practice to the WASC. Gail distributed WASC community of practice handbook, explained history of process. Essentially, the idea is to change from a ‘circus comes to town’ process to a ‘we tell them what we really do’ process.
Langan cited a report that may show some improvement in our record of minority faculty hires. The report compared the availability of various demographic categories of faculty with our actual hires and stated that our record improved between 1999 and 2001. The report did not state whether availability in this various categories increased or decreased during this time period. Our record did not improve for female faculty.

The WASC planning committee notes provide a very good breakdown of the ensuing discussion. If the committee wants a narrative of our own, here, I'm happy to provide it from my notes.

6. Adjournment

Meeting adjourned at 4pm. Next meeting: 11/20/02. 2:45 – 4:00.

Respectfully submitted,

Hilary Holz