CALIFORNIA STATE UNIVERSITY, HAYWARD
Faculty Equity and Diversity Committee

Minutes of the meeting of January 9, 2002

Subject to approval

Members present: Pat Guthrie, Greg Jennings, Charlotte Perry, Robert Phelps, Lettie Ramirez, Eric Soares, Carlos Novarro (for Coleen Fong)

Members absent: Coleen Fong, Tom Roby

I. Call to order: Charlotte Perry at 2:35

II. Approval of agenda: MSP

III. Approval of 12/12/01 minutes: MSP with corrections regarding members present.

The following were informal committee suggestions regarding meeting minutes:

1. Committee will approve minutes before sending to Academic Senate.
2. Handouts will be sent to absent members

IV. Chair’s Report

Charlotte announced the acceptance of a presentation on Best Practices in Recruiting a Diverse Applicant Pool at the American Association of Affirmative Action in Chicago, Ill. in April.

Suggestions from Nancy Harrison (Psychology) included:

1. Search Plan - with a focus on tightening the search process, not just expanding the application pool.
2. Plan to Increase Diversity -

Faculty Affairs Committee will commit to review the search processes of the University. Eric will update.

Charlotte is working on resources for searches including examples of active vs. passive recruiting and websites/lists for mailing.

V. Discussion

Carlos suggested that the Committee might look to sister campuses to review recruitment and that Amy Campos is doing a good job of recruitment.
Pat suggested using mass emails to communicate searches to University, community, and professional colleagues.

There was discussion of possible ways to utilize Alumni to help with recruitment; however, several challenges were recognized.

VI. Subcommittee Reports

Faculty Diversity Survey Report

Robert Phelps reported that the subcommittee was working on Faculty Diversity Survey. He is waiting for feedback from Committee members and will email attachments to seek responses.

Exit Interview Report
Eric Soares reported that Sharon Green, Human Resources, is an expert in management and will be assisting Eric in development of an Exit Interview for CSUH.

VII. Future Work

Pat Guthrie questioned assistance for new faculty (e.g., affordable and low cost housing). What is the CSU doing to help recruit diverse faculty?

Robert Phelps stated that Summer teaching for junior faculty is limited in number of classes available. Therefore, they often need to makeup for cost of living. Is there a way to lift restraints so as to attract diverse faculty by providing income supplement?

Lettie Ramirez will inquire with the President regarding any studies of the faculty housing issue. Pat will also inquire of the ALSS Dean’s office regarding the housing issue.

Exit Interviews- Eric will see if Sharon Green can come to present on the exit interview for the next meeting.

A final draft of the Diversity Survey will be presented at the next meeting.

IX. Meeting Adjourned: 3:29pm

Next Meetings: Feb 12th 10-11:50AM Mar 13th 2:15 - 4PM

Submitted by: Greg Jennings