California State University, Hayward
Faculty Diversity and Equity Committee

Minutes of the meeting of January 15, 2002 (12pm-130pm)

Approved as presented

Members Present: Stevina Evuleocha, Patricia Guthrie, Nancy Harrison (Presidential Appointee), William Langan (Chair/AALO), Rita Liberti, Robert Phelps, Noel Samaroo

Members Absent: Hillary Holz

Guests: Donald Wort

1. Approval of the Agenda
The committee approved the agenda.

2. Approval of the Minutes of December 5
The minutes of the December 5 meeting were approved, with the addition of the approval of the minutes from the meeting of November 20.

3. Report of the Chair/AALO
The Chair summarized EXCOM's revised charges to FDEC and FAC regarding the suggestions made by the 2000-01 Report from FDEC. The Chair/AALO communicated to EXCOM and FAC that most of these goals were either already assigned or in the process of completion by the FDEC.

4. Old Business
The chair revisited the basic principles of the FDEC with the committee, reiterating the differences between non-discrimination, diversity (a faculty whose makeup either represents the diversity of the current student body, service area, or the makeup of current PhD’s from specific fields), and affirmative action (measures taken to increase representation of selected groups based on past injustices).

The chair then discussed the available data that the committee can use to measure CSUH’s success in the area of diversity. Such information should inform the notion of “best possible candidate” for department faculty searches. Obtainable statistics include, but are not limited to, the percentage of available minority/female PhD’s by discipline; U.S. census data on the populations of Alameda, Contra Costa, and Solano Counties; CSUH student retention rates by race and ethnicity; the ethnic, racial, and gender breakdown for various administrative offices, tenure track faculty, lecturers, faculty promotions, retention, and salaries. Robert Phelps also presented data on the student population of Contra Costa County K-12 schools, indicating that the County’s current K-12 student body is 50% minority.

Nancy Harrison (Assistant to the President, Diversity and Equal Opportunity) introduced the difficulties of balancing the conceptual goals of equal opportunity (assuring that all searches are fair and open) and faculty diversity. As CSUH’s current diversity goals center on the development of a faculty that reflects available PhDs from specific fields, her current task is to compare the applicant pool of specific searches to the current availability of protected groups in the corresponding discipline.

Pat Guthrie noted that in her view, the twin goals of diversity and equal opportunity were highly compatible, since diversity policies seek to provide an “equal playing field” for historically disadvantaged
groups.

Nancy then explained the inadequacies of the current methodology to measure the outreach efforts of department searches. Data on applicant pools are problematic because of limited applicant response to personal information forms and the time lag between the receipt and processing of said forms. Hence, searches may be near completion before the availability of good data on the effectiveness of a department’s diversity recruiting efforts can be assessed.

The chair asked if some of this data might be handled on-line, and a general discussion of that possibility followed.

Professor Harrison then reported that, in spite of the difficulties of processing applicant pool data, in regards to the “available PhDs by discipline,” CSUH has, in general, met its diversity targets.

A general roundtable on the current faculty diversity goals of CSUH followed. The committee debated whether the university’s current diversity measure of “available PhDs by discipline” was an adequate diversity goal, or whether other standards, such as CSUH student population, service area population, or affirmative action targets might be more appropriate. The committee agreed that, in regards to the latter, the forthcoming Supreme Court decision in the University of Michigan case may either constrain or enable future action. Rita Liberti questioned the use of statistics as the only measure of a diverse and welcoming university environment.

As time ran out, the committee decided that the discussion on appropriate diversity goals should continue via email, and during the next FDEC meeting, scheduled for Wednesday, January 29, from 12pm-130pm in WA 702.

5. Other old business
There was none.

6. Other new business
There was none.

7. Adjournment:
1:34pm

Respectfully Submitted,
Robert Phelps, Secretary