California State University, Hayward  
Faculty Diversity and Equity Committee  
Approved as presented  
Minutes of the meeting of December 5, 2002 (2pm)

Members Present: Patricia Guthrie, Noel Samaroo, William Langan (Chair/AALO), Robert Phelps

Members Absent: Rita Liberti, Hillary Holz, Nancy Harrison (Presidential Appointee), Stevina Evuleoacha

Guests: Gale Young

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

2. Election of Committee Secretary
Robert Phelps was appointed secretary for the meeting.

3. Approval of the Minutes of November 20
The minutes of the meeting of November 20 were approved.

4. Report of the Chair/AALO
William Langan reported that FDEC member Hillary Holz would be on leave over the winter quarter, and that the committee would need to find a temporary replacement.

The chair then discussed basic principles of the FDEC with the committee, outlining the sometimes confusing 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 protected groups based on past injustices). Future committee discussions will be grounded on these definitions. At present, CSUH’s diversity goals center on the development of a faculty that reflects available PhDs from specific fields.

A general discussion of the existing makeup of CSUH faculty followed, and the difficulty of obtaining reliable data in regards to diversity issues. It was suggested that the upcoming faculty diversity survey might be able to provide additional data in this area.

Finally, the chair reported on his meetings with various faculty search committees. There followed a general discussion of means to increase the pool of minority of applicants in CSUH job searches, and the development of hiring criteria that might include a demonstrable ability to mentor students of diverse backgrounds.

5. Old Business
Robert Phelps presented the final draft of the FDEC diversity survey to the committee. The committee decided to make no additional changes. Robert will contact the university testing service during the winter quarter to determine the best way to distribute the survey and collate the data.
6. Meeting Schedule Winter 2003
The committee then moved on to set the meeting schedule for the winter quarter. It was determined that the best day and time for committee meetings would be Wednesdays from 12pm-130pm. The date for the next meeting was deferred until the chair could contact absent committee members.

*Note: In an email dated December 6, the Chair set the next FDEC meeting for Wednesday, January 15th, at 12pm.

7. WASC Discussion with Gale Young
Gale Young (Associate Dean of ALSS) administered the second part of her WASC community of practice session with the FDEC. The session centered on the committee’s identification of measurable goals for the university to pursue over the next four to five years. Gale will provide a breakdown of FDEC suggestions in the forthcoming WASC Planning Committee notes.

8. Other old business
There was none.

9. Other new business
There was none.

10. Adjournment:
4:02pm

Respectfully Submitted,
Robert Phelps, Secretary