Meeting Minutes of January 12th, 2005

**Present:** Patricia Guthrie (Women’s Studies), David Larson (AALO/Chair), Grace Munakata (Art), David Nickles, (CEAS), Julia Norton (Science/ExCom)

**Absent:** Nicholas Baham (Ethnic Studies), Kyzyl Fenno-Smith (Library), Steve Ugbah (CBE)

AALO David Larson convened the meeting at 1:40 p.m.

1. **Agenda:** Approved unanimously

2. **Minutes:** November 24th, 2004 meeting minutes approved.

3. **Report of the Chair/AALO:** Status of the Faculty Diversity Survey *(below)*

4. **Old Business**

   **A. Faculty Diversity Survey**
   AALO David Larson received confirmation from Dorian West, Director of EEO, that there are no legal obstacles to distributing the Faculty Diversity Survey in its present form (additional language changes related to disabilities, veteran’s status, etc. are not required). She has approved use of the survey in its current format.
   
   The Provost has also approved the survey for distribution.

   Distribution mechanism: Steve Ugbah’s Winter 05 Marketing 3445 (Marketing Research) class will distribute the surveys to faculty and collect the completed surveys.

   Prize incentives: The administration does not want to set a precedent by providing a cash incentive for completing a survey. However, the Provost recognizes that voluntary cash contributions by faculty to cover the cost of prize incentives is acceptable. The AALO has already received some contributions from individual faculty. At our next meeting, Prof. Ugbah will reconfirm the role of Marketing 3445 students in data collection and analysis.

   **B. First-Year Student Retention Articles (Kyzyl Fenno-Smith)**
   This is an ongoing interest: Kyzyl Fenno-Smith, using her information retrieval skills, will provide retention materials for future meetings. AALO Larson will attend the January 20th ALSS Student Retention Symposium entitled, “Pathways to Persistence.”

   **C. CSUH Diversity Scorecards:** Discussion tabled until a future meeting (possibly 1/26).
D. Diversity Recruitment and Information Web Sites: Additions  
Dave Larson has received several additional websites from FDEC Committee members. This, too, is an ongoing concern with no fixed end point. Any potentially useful recruitment websites discovered by committee members should be sent to the chair.

5. New Business:

African American Male Retention Task Force

FDEC committee members discussed whether the African American Male Retention Task Force should be reactivated and/or reconstituted and given a new charge.

During the 2003-04 Academic Year, members of the African American Male Retention Task Force tried to contact more than two-dozen CSUH African American male freshmen to determine their interest in faculty mentors. The Task Force was unable to reach more than half of the students. Of those contacted, three were interested in the possibility of linking up with a faculty mentor. Four additional students who were contacted had solid (3+) GPAs and declined to participate.

FDEC’s discussion posed several questions and suggestions:

1. If the task force is reactivated, it must try new approaches towards retention.

2. What happened to the students who were paired with a faculty mentor? Did they continue as sophomores? Julie Norton will check with Maria DeAnda Ramos.

3. Fact-finding: Why are African American males not matriculating or continuing as sophomores?

4. What African American organizations (such as the Black Student Union) or African American male groups (fraternities, etc.) are active on campus? Would male members of these organizations be interested in becoming a member of a new task force?

5. Identify senior class African American male students who have succeeded at CSUH. Ask how the University might have better served them, and what were the most important factors that enabled them to continue.

6. If the task force is reconvened, recommend they invite student counselors from EOP, EXCEL etc. to discuss advising interactions with African American male students.

Adjournment: Meeting was adjourned at 3:00 p.m.

Respectfully submitted,
Grace Munakata