FACULTY DIVERSITY AND EQUITY COMMITTEE

Meeting Minutes of October 13, 2004

Present: Nicholas Baham (Ethnic Studies), Patricia Guthrie (Women’s Studies), David Larson (AALO/Chair), Grace Munakata (ALSS/Art), David Nickles (CEAS), Julie Norton (Science/Excom), Steve Ugbah (Business/Economics)

Absent: Kyzyl Fenno-Smith (Library)

AALO David Larson convened the meeting at 2:00 p.m.

1. Agenda: Approved unanimously.

2. Election of committee secretary: David Nickles was elected committee secretary for Fall 2004. Grace Munakata will serve as secretary in Winter and Spring 2005.

3. Report of the Chair/AALO:
   
   Update on status of University tenure track faculty searches for 2004-2005
   Since the FDEC last met in May 2004, the number of searches in AY 2004-05 has increased from eight (8) to thirty (30), following an executive decision by President Rees after consultation with the Provost. The new number matches the number of separations from the university last year (as of June 30, 2004). The distribution of tenure track searches is as follows:
   - ALSS – 13
   - Business – 4
   - Science – 7
   - Education – 5
   - Library - 1

4. Old Business
   A. Review of FDEC’s Charge
      Consideration of the committee’s role in the search/hire process
      The AALO, having communicated with the college deans, visits departments conducting searches to discus ways of attracting diverse pools of applicants.[FDEC will review the diversity statistics after hirings are completed in the Spring 2005.] It is a goal of the AALO and FDEC to diversify the respective applicant pools as much as possible. One way may be to encourage departments to allow junior faculty to play a more central role than they usually do, including service on search committees.

   B. Review Recommendations for Consideration by FDEC in 2004-2005
      Deferred until next meeting
5. **New Business**
   A. **Diversity Recruitment and Information Websites**
      The FDEC web page was presented to committee for review and/or addition of informational sites/links.
   B. **Change in meeting time**
      To better accommodate committee member schedules, the meeting time for FDEC was changed from 2:00 – 3:50 p.m. to 1:30 – 3:20 p.m. A meeting venue outside of Warren Hall will be reserved for the remainder of Fall quarter.

6. **Other Business**
   A. Discussion concerning FDEC conducting a survey of graduating students, mentioned during the ALSS Dean’s symposium on retention. Such a survey would provide data on the hurdles students overcame to graduate and the things that made it possible to complete their degrees. This committee will consider what information would be useful to obtain from this survey related to issues of diversity during our next meeting.
   B. Steve Ugbah’s students in an advanced Marketing class will collect/compile data from the diversity survey completed by this committee last year.

7. **Adjournment:**
   Meeting was adjourned at 3:18 p.m. Next meeting will be Wednesday, October 27 at 1:30 p.m.