Meeting Minutes of November 10, 2004

Present: Nicholas Baham (Ethnic Studies), Kyzyl Fenno-Smith (Library), Patricia Guthrie (Women’s Studies), David Larson (AALO/Chair), Grace Munakata (ALSS), David Nickles (CEAS), Julie Norton (Science/Excom), Steve Ugbah (CBE)

AALO David Larson convened the meeting in RO 219 at 1:45 p.m.

1. Agenda: Approved unanimously.

2. Minutes: October 27, 2004 meeting minutes approved with amendment to item 4C.

3. Report of the Chair/AALO:
   A. Update on status of University tenure-track faculty searches for 2004-2005
      AALO has been meeting with Deans, department chairs and committee chairs regarding t-t searches. Committee discussion ensued regarding the use, appropriate levels for, and implications of salary discussions with faculty candidates across the campus and the potential effect on diversity. One question driving the discussion was: “What are the implications of the implicit assumptions made by search committees that might affect diversity of hires? It was suggested that framing such discussions might be enlightening (especially for junior faculty with little search experience) to guide search committees working toward building a diverse faculty at CSUH.

   B. Update on Faculty Diversity Survey preparation and distribution
      AALO will contact Bob Strobel, AVP, Enrollment Management, regarding this committee’s request for first-time freshmen contact information. The Academic Senate office will help pay for the duplication of the Faculty Diversity Survey after:
      a.) clean-up of all typos and ambiguous language
      b.) approval from Dorian West, Director, EEO

4. Old Business
   A. Survey of graduating students
      Grace Munakata reviewed the history of a survey of graduating student responses and intimated how the responses had the potential to provide this committee with insights into faculty diversity issues. The student responses related to faculty could be indicative of faculty respect for diverse points of view and faculty sensitivity to issues of race, gender, etc. It was suggested that responses from
students could strengthen claims made from the results of the Faculty Diversity Survey.
The committee decided to revisit, in Winter Quarter, the idea of reconvening the ad hoc subcommittee on African American Male Retention to examine the potential for another such graduating student survey.

B. The committee will continue to look for additional websites at the department/college level that can be added to the currently posted FDEC listings. These lists are presented to faculty search committees to assist in their search for a diverse candidate pool.

5. New Business
A. Steve Ugbah presented the committee with several templates that could serve as guidelines for requesting student information to assist this committee in determining the extent to which CSUH is achieving equity of diversity.
   CSUH Diversity Scorecard
   Essential elements to achieving equity in educational outcomes
   Remediation for incoming students
   English Remediation

   FDEC will discuss potential uses of this type of information at a future meeting.

B. Committee members will review the WASC report and may send ideas/concerns related to the work of this committee directly to Gale Young.

6. Adjournment
Meeting was adjourned at 3:20 p.m. Next meeting will be Wednesday, November 24, 2004 at 1:30 p.m.

Respectfully submitted,
Dave Nickles