Meeting Minutes of April 13, 2005

**Present:** Nicholas Baham (Ethnic Studies), Kyzyl Fenno-Smith (Library), Pat Guthrie (Women’s Studies), David Larson (AALO/Chair), Grace Munakata (ALSS), Dave Nickles, (CEAS), Steve Ugbah (CBE)

**Absent:** Julia Norton (Science/ExCom)

AALO David Larson convened the meeting at 1:50 p.m.

1. **Agenda:** Approved
2. **Minutes:** March 9, 2005 meeting minutes approved
3. **Report of the Chair/AALO:**

   Report on 2004-05 tenure-track searches. At this point, none of the original 30 has been suspended or extended into next year. A significant number of new hires (to date) will help diversify the CSUEB faculty. Gender/Ethnicity statistics for candidate pools will never be comprehensive since submitting the Pre-Employment Self-Identity for Faculty form to Human Resources is voluntary.

   Through April 12th:

   **ALSS**
   Communication (Journal/Multimedia) candidate has accepted formal offer
   CSD (Lang Disorder) candidate has accepted informal offer
   CRJ (Law/Admin) candidate has declined informal offer
   Ethnic studies (Mex/Latino) candidate #1 has accepted formal offer
   candidate #2 has accepted an informal offer
   History (Colonial/Imperial) campus interviews are underway
   HDEV (Child Dev.) campus interviews are underway
   Modern Lang (Spanish) campus interviews have been authorized
   Music (Comp/Theory) candidate has accepted formal offer
   PUAD (Admin Theory) formal offer has been made
PUAD (Healthcare) formal offer has been made
Social Work in progress
Sociology (Research) candidate has accepted formal offer
Theatre/Dance (Act/Direct) candidate has accepted informal offer

CBE
Accounting (Financial) in progress
Accounting (Cost/Tax/Audit) in progress
Management & Finance (Fin/Bank/New Vent) formal offer has been made
Marketing & Entrepreneurship (Dist/Busn) no data available

CEAS
Educational leadership (Urban Teacher) candidate has accepted informal offer
Educ. Psychology (Spec.Ed) in progress
Kinesiology & PE (Pedagogy) formal offer has been made
Teacher Education (Sec/Soc)
Teacher Ed (EducTech) formal offer has been accepted

SCIENCE
Biological Sciences (Molecular) interviews have been authorized
Mathematics (Math) candidate has accepted formal offer
Nursing (Health) interviews have been authorized
Nursing (Dept. Chair) interviews have been authorized
Physics (Optics) candidate has accepted formal offer
Statistics (Biostat) candidate has accepted formal offer
Statistics (Applied) candidate has accepted formal offer

LIBRARY (Informtech) search just getting underway
4. Old Business
Faculty Diversity Survey: analysis of data will be reported and prize drawing conducted at the FDEC meeting on April 27th.

5. New Business
A. The Academic Senate Chair (and ExCom) have requested that the current FDEC remain intact for 2005-06. Pat Guthrie, Julie Norton and Steve Ugbah’s terms continue through AY 05-06. The AALO, Dave Larson, plus Nicholas Baham, Kyzyl Fenno-Smith, Grace Munakata and Dave Nickles agreed to extend their service for a second term pending approval by ExCom.

B. Examination of “best practices” for securing diverse applicant pools
The committee examined the “Procedures for Appointment” document. Department recommendations to make a tenure-track appointment are required to include “discussion of how the search process reflects the university’s commitment to equal employment opportunity (describe the search process); and discussion of the potential of the recommended candidate to contribute to building a pluralistic university to serve our diverse region and state.” Members of all search committees receive this information in a packet distributed by the Office of Academic Affairs. Deans can choose not to accept a department’s recommendation for a tenure-track appointment if these procedures have not been followed, but apparently they have not made it an issue. FDEC believes that departments should maintain records of their search process, and Deans should enforce the requirement.

At this point in the tenure-track searches for 2005-06, only a handful of seventeen potential hires show evidence of the search process employed. Statistics could serve a model for how this should be done.

6. Other Business
None

Adjournment: Meeting was adjourned at 3:25 p.m.

Respectfully submitted,
Grace Munakata