California State University, East Bay
FACULTY DIVERSITY AND EQUITY COMMITTEE

Approved

Meeting Minutes of November 9, 2005

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

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

1. Agenda: Approved

2. Approval of minutes from October 26th meeting: Approved

3. Report of the Chair/AALO on Tenure-Track Searches in 2005-06
The AALO distributed information on 2005-06 tenure track searches being conducted in CBE, CEAS and CScience. (The committee received CLASS information at our last meeting). There are currently 45 tenure-track searches and one position for the Library. Eight of these positions were rolled over or extended from 2004-05. The 2004-05 Library position in Information Technology has been filled, bringing the total of new hires from 2004-05 searches to 28 university-wide.

Dean Leung has informed the AALO that by the end of AY 2005-06 the College of Science may be the first of our colleges to attain the desired ratio of 75/25 tenure-track faculty to lecturers.

4. New Business:
The committee discussed the relevance of diversity hires at the lecturer level and whether this issue receives sufficient attention by the University. Historical hiring patterns suggest that approximately 20% of new tenure-track hires are former CSUEB lecturers who already live in the area. The committee discussed statistics from a recent article in the New York Times showing accelerated numbers of Bay Area residents are relocating to states in the Midwest and Northeast, as well north and south along the west coast in search of more affordable housing. A diverse pool of lecturers, then, would seem to assist the university’s commitment to developing diverse applicant pools for tenure-track searches.

5. Old Business:
2005 Faculty Diversity Survey: Final Report and Comments (Steve Ugbah) Committee members received the Faculty Diversity Survey electronically. Editing is not yet complete and analysis of data broken out by race and gender is ongoing. The report still needs an Executive Summary (highlighting salient points, such as who the survey went to, trends and patterns in faculty responses, recommendations) as well as more quantitative analysis.
The committee discussed responses to questions on diversity-related concerns not reflected by specific survey questions, as well as suggestions for enhancing the diversity climate at CSUEB. A number of respondents noted the absence of a faculty ombudsman who could provide faculty with advice and discussion of problematic issues that do not necessarily require legal attention.

Revamping the *Faculty Diversity Handbook*: Pat Guthrie will provide some ideas for the committee’s consideration at our next meeting, scheduled for November 23rd.

Secretary: Dave Nickles and Grace Munakata will alternate secretarial responsibilities during Winter Qt. 2006. The committee thanked Julie Norton for volunteering, but recognized her other responsibilities to faculty governance made this perhaps one task too many.

Adjournment: Meeting was adjourned at 3:18 p.m.

Respectfully submitted,
Grace Munakata