Meeting Minutes of October 26, 2005

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

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

1. Agenda: Approved unanimously.


3. Election of a secretary
Grace Munakata and Dave Nickles will alternate secretarial duties during the Fall 2005. Julie Norton volunteered to take on the responsibilities during Winter 2006; Nick Baham will assume duties during Spring 2006.

4. Report of the Chair/AALO
A. Update on status of University tenure-track faculty searches for 2005-2006
Forty-six (46) tenure-track searches have been approved for AY 2005-06 for appointment in 2006-07. A handout with each department’s searches was examined and discussed. The multi-cultural acting/directing position in Theater and Dance led to some discussion of the need to attract an accomplished person who can fulfill the university’s diversity expectations. It was noted that highly individualized decisions need to be made that will positively affect the diversity of the campus faculty while maintaining the integrity of the process -- selecting the most highly qualified candidate.

5. Old Business
A. 2005 Faculty Diversity Survey
Steve Ugbah reported that the survey report draft is complete and contained on a CD. The survey reached 270+ CSUEB faculty. Pat Guthrie noted that the survey could result in one or more publications. Publishing the process used to create, administer, and evaluate the survey results has the potential to create positive “PR” for the campus. The committee agreed unanimously to look for publication opportunities and would contact Vicky Jensen of the Office of Research and Sponsored Programs for potential sources of funding for these purposes. The committee will examine the results of the survey for meaning and developing action items.
It was suggested that an executive summary of the survey results be sent to the newspaper and the Chancellor’s Office.

B. Revamp of the Faculty Diversity Handbook
The Faculty Diversity Handbook produced by the AALO in 1990 (Dr. Carl Bellone) was reviewed by FDEC members. The committee agreed to revise the handbook, updating policies, statistical information and the law, and adding current views of diversity. FDEC will aim to deliver a new handbook in an electronic format.

FDEC would include a rationale for having a diverse faculty and a bibliography of relevant, short articles and essays. The overall goal will be to create a document in which diversity is divorced from demographics and which acknowledges the complexity of current conceptions and understandings of diversity.

Pat Guthrie will work on a prospective Table of Contents for the revamped Faculty Diversity Handbook.

6. New Business
Nick Baham described the selection of a student to be on the search committee for the new University President.

Pat Guthrie described how the products forthcoming from the committee she organized as the Faculty in Residence for Diversity (in the Office of Faculty Development) will enhance the awareness of the entire university community about multicultural learning and diversity. A “yellow pages” will list organizations, faculty research interests, calendar of events and classes, among other things, that identify multiculturalism on campus.

7. Adjournment
Meeting was adjourned at 3:20 p.m.

Respectfully submitted,
Dave Nickles