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

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

1. Agenda: Approved

2. Election of a secretary: Grace Munakata agreed to take minutes for the first meeting; decision on a permanent secretary or secretary pro tempore will be made at the following meeting.

AALO noted that the Library tenure-track search in the area of Information Technology is still ongoing, as an appointment has not been made. Seven searches have been reopened/continued or extended into 2005-06. For 2005-06, two of the 26 new faculty members were brought in at an elevated rank: one associate professor (Educational Leadership) and one professor (chair, Nursing and Health Science); the other 24 are assistant professors. An additional (27th) hire, in Teacher Education, will join the faculty effective Fall 2006.

To date the AALO has received copies of 34 position announcements for 2005-06, but there are perhaps a dozen additional searches that were added in Round 2. A full college-by-college and department breakdown will be presented at the next FDEC meeting.

The committee discussed the diversity of university-wide hires, and whether it better reflects our student population. Of the 27 new faculty hires, fifteen are women and twelve are men. The new hires include two African Americans, eleven Asian Americans, six Hispanic Americans, seven Caucasian individuals (of which 4 are women), and one Other (an African male). Some committee members expressed concern about the low number of African American new hires (2). Numerous senior African American faculty will retire during the next five years; this could result in an overall decline in the total number of African American faculty campus-wide. The committee discussed department hiring practices: Do department search committees have a strong grasp of issues regarding diversity? And are there ways to allay potential discomfort of hiring faculty who significantly differ from current department members?
4. Old Business
   A. AALO distributed copies of the Executive Committee document (03-04 BEC-8) from Jan 20, 2004 regarding FDEC policy changes and its specific charges. Committee members were asked to read the document and re-familiarize themselves with FDEC’s charge.

   B. Faculty Diversity Survey: Final Comments (discussion deferred until next meeting)

   C. Recommendations for Consideration by FDEC in 2005-06

   Incoming faculty: The committee discussed hosting focus group meetings with new faculty to see whether the university is meeting their expectations. The new hires need time to reflect on their experience at CSUEB, so meetings should be scheduled after they have completed a quarter or two on our campus.

   CSUEB Deans have expressed a commitment to achieve the desired ratio of 75% tenure-track faculty to 25% lecturers. In that context, the committee also discussed diversity efforts regarding lecturers.

   As a major year-long project, FDEC will revamp and update the Faculty Diversity Handbook authored by Prof. Carl Bellone in 1990. AALO will send electronic copies of this report to committee members prior to the next meeting.

5. New Business:
   Pat Guthrie has been selected for the position of Faculty in Residence for Diversity in the Faculty Development Center. The first charge of The Learning Community on Diversity, a group Pat heads, is to create a directory of university groups related to multiculturalism.

6. Adjournment: Meeting was adjourned at 3:00 p.m.

Respectfully submitted,
Grace Munakata