California State University, East Bay
FACULTY DIVERSITY AND EQUITY COMMITTEE

Approved Meeting Minutes of April 27, 2005

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

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

1. Agenda: Approved

2. Minutes: April 13, 2005 meeting minutes approved

3. Report of the Chair/AALO:
   A. AALO distributed an excerpt from “The Colors of Excellence: Hiring and Keeping Teachers of Color in Independent Schools”
   B. AALO reported on the changes in the status (since his April 13th report) of tenure-track searches conducted in AY 04-05.

   **ALSS**
   - CSD (Lang Disorder) formal offer extended with 5/2 deadline
   - Ethnic Studies (Mex/Latino) formal offers have been accepted
   - History (Colonial/Imperial) formal offer has been accepted
   - HDEV (Child Dev.) informal offers to two candidates
   - PUAD (Admin Theory) formal offer has been accepted
   - PUAD (Healthcare) formal offer has been accepted
   - Sociology (Research) formal offer has been accepted
   - Theatre/Dance (Act/Direct) formal offer has been accepted

   **CBE**
   - Accounting (Financial) authorized to reopen search
   - Management & Finance (Fin/Bank/NV) formal offer has been accepted
   - Marketing & Entrepreneurship (DIST) authorized to extend search into 2005-06
CEAS
Educational Leadership (Urban Teacher) formal offer has been accepted
Kinesiology & PE (Pedagogy) informal offer accepted
Teacher Education (Secondary) informal offer pending
Teacher Ed (Eductech) formal offer has been accepted

SCIENCE
Nursing (Dept. Chair) second request authorized: 4/11/05

C. A committee member asked whether it would be appropriate for a FDEC member to participate in tenure-track orientation to discuss CSUEB’s expectations for new faculty, which includes contributing to “building a pluralistic university...in a diverse region.” Members also discussed the importance of faculty sensitivity and support to all students regardless of their or the faculty member’s ethnicity/gender. Dangers of stereotyping were also discussed, for example: assumptions about the educational background of students of particular ethnicities or hometowns; that gender may influence abilities in math/abstract thinking; or that being a faculty of a particular ethnicity implies s/he will principally mentor students of the same ethnic or racial background.

4. New Business
Discussion of WASC Visit: CSUEB’s Response to Diversity

Pat Guthrie observed that the WASC session on “CSUEB’s Response to Diversity” became a forum for individuals with complaints about negative diversity experiences at CSUEB. Members discussed possible resources or support venues (perhaps Faculty Development?). Currently CSUEB has no faculty committee or individual whose charge includes addressing complaints by faculty involving race and diversity. Pat will discuss this idea with the Director of Faculty Development.

5. Old Business
   A. Examination of “best practices” for securing diverse applicant pools (new data from searches conducted in 2004-05)

There was a brief discussion of this topic. As the number of committee members present had shrunk to four (due to a teaching commitment), this agenda item will be revisited at the May 11th FDEC meeting.

   B. Faculty Diversity Survey (Wrap-up of Marketing 3445’s Faculty Diversity Survey reports and Prize drawings).

Wrap-up postponed until May 11th meeting. Committee members conducted a random drawing of those who had filled out and submitted entry blanks attached to the Faculty Diversity Survey.
Grand Prize: Dinner with Academic Senate Chair Don Sawyer at a Jack London Square restaurant:

Winner: Kathy Hann (Mathematics)

Regular Faculty: Two $50 gift certificates to the University Bookstore:

Winners: Laura Marschall (Biological Sciences)
          Emily Stoper (Political Science)

Part-Time Faculty: Two $50 gift certificates to the University Bookstore:

Winners: David Laffie (Statistics)
          John Dale (Sociology)

Adjournment: Meeting was adjourned at 3:35 p.m.

Respectfully submitted,
Grace Munakata