Meeting Minutes of January 24th, 2007

Present: Kyzyl Fenno-Smith (Library), Pat Guthrie (Women’s Studies), David Larson (AALO/Chair), Arthurlene Towner (Presidential Representative, ex-officio), Steve Ugbah (CBE), Oscar Wambuguh (SCI)
Absent: Nicholas Baham (Ethnic Studies), Maliika Chambers (CEAS), Grace Munakata (CLASS)

AALO David Larson convened the meeting at 1:40pm.

1. Agenda: approved as amended

2. Approval of Minutes of Meeting of January 10th, 2007
   Postponed until 2/14/07 meeting

3. Report of the Chair/AALO, including tenure-track searches 2006/07
   The AALO reported that three searches have been completed: two in CBE (Accounting: Financial Accounting; Management: Strategic Management) and one in SCI (Psychology: Cognitive Learning). Twenty-eight searches are ongoing. Shallow pools for some searches may be attributable to a low number of doctorates in those fields. In cases with few viable candidates it may make sense to bypass the telephone interview and simply invite candidates for on-campus interviews provided the search committee can demonstrate how it sought to diversify the applicant pool. The Committee requested that the AALO look into the status of searches in departments which have not hired faculty of color in past decade.

   At a December COBRA meeting it was suggested that FDEC could analyze starting salaries of tenure-track faculty across the campus. While acknowledging that salary compression and inversion are real concerns, the Committee felt this project is outside of its purview. Salary adjustments come out of existing budgets; CSUEB has not made across-the-board adjustments in the past.
4. **Report of Presidential Designee**
   The President has established a small ad hoc advisory group, consisting of Jim Cimino (Human Resources), Dave Larson (AALO), Nan Maxwell (EXCOM designee), and Arthurlene Towner, to work with him on diversity and equity concerns. Associate Provost Towner was invited to attend the Diversity Council’s meeting on 1/24/07. The Council suggested a variety of ways to improve diversity on campus, including: attention to the language in employment announcements; restructuring FDEC; reviewing the scope of the EEO position in Human Resources; publicizing and using the Affirmative Action Plan; ensuring that efforts to diversify pools take place at the beginning of searches and making that a requirement and not merely a suggestion. The Council felt that the search for the VP of Enrollment Services was not transparent and wishes to have representation on the President’s Cabinet or new diversity advisory group.

5. **WASC Educational Effectiveness: Multiculturalism Questions**
   Chair Larson will distribute information to the Committee on the WASC questions at our next meeting. Committee is requested to email the AALO or bring to the 2/14/07 meeting 2-3 concrete questions.

6. **Discussion of possible changes to FDEC charge**
   Chair Larson proposed developing benchmarks and a timeline for responding to the President’s request. Committee will have seven more meetings before a proposal must go to EXCOM and then the entire Academic Senate to be reviewed this academic year.

   Pat Guthrie will serve as liaison between FDEC and the Diversity Council. Steve Ugbah proposed looking at other institutional models, including the University of Michigan, to develop a comprehensive program.

   The Committee discussed possible elements of a comprehensive diversity & equity plan including approval processes for new faculty positions, faculty searches, PTR processes, post-tenure review, curricular processes, CAPR requirements, student outcomes, forgivable loans for doctoral studies, outreach to students starting in elementary school, CSUEB’s role in producing doctorates who could become faculty, and the need for enforceable policies.

7. **Adjournment:** Meeting was adjourned at 3:20pm.

Respectfully submitted,
Kyzyl Fenno-Smith