California State University, East Bay
FACULTY DIVERSITY & EQUITY COMMITTEE

Meeting Minutes of March 14th, 2007

Approved

Present: Nicholas Baham (Ethnic Studies) Pat Guthrie (Women’s Studies), David Larson (AA LO/Chair), Grace Munakata (CLASS), Oscar Wambugu (SCI)
Absent: Maliika Chambers (CEAS), Kyzyl Fenno-Smith (Library), Arthurlene Towner (President’s Ex-officio Representative), Steve Ugbah (CBD)

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

1. Agenda: Approved unanimously

2. Approval of Minutes of Meeting of Feb. 14th Minutes approved.

3. Report of the Chair/AA LO on Status of 2006-07 Tenure-Track Searches:
   Approximately 25% (8 of 33) tenure-track searches are complete. Four of the completed searches were rolled over from 2005-06: Accounting (Financial) 1, Management (Strategic) 2, and Psychology (Cognitive) 1. Other completed searches include: Music (History/literature/ethnomusicology), Accounting (Auditing), Nursing (Medical/Surgical) and Psychology (Comparative cognitive/learning). Several departments have advertised for an “open field” tenure-track position, which significantly broadens the pool of potential candidates. Six (6) formal offers have been extended to date.

4. Report of the Presidential Appointee: Item tabled until FDEC’s next meeting, 4/11/07

5. WASC Educational Effectiveness Charge:
The Committee has closely reviewed diversity documents from other institutions such as Duke University, Penn State and Indiana University. It is time to use existing campus policies to formulate our own guiding principles to promote equitable treatment of individuals and identity groups. Our varied demographic constitution, and faculty and administrative leadership which values differences, influences the practice of inclusiveness across the institution. Further discussion may take place via electronic correspondence.

6. Discussion of Changes to FDEC’s Charge and Composition:
   Item tabled until the next meeting, 4/11/07

7. Faculty Equity question: Several committee members felt that the Search Committee for Faculty Development should request applications for both the Faculty Development Director and the new CTLT position within Faculty Development as the latter is an administrative position.

8. Adjournment: meeting was adjourned at 3:10 p.m.

Respectfully submitted,
Grace Munakata