California State University, East Bay
FACULTY DIVERSITY AND EQUITY COMMITTEE

Meeting Minutes of January 10th, 2007

Approved

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

Absent: Maliika Chambers (CEAS)

Guests: Jennifer Eagan (CIC Chair/Philosophy), Terry Jones (Social Work), President Mo Qayoumi, Henry Reichman (Academic Senate Chair)

AALO David Larson convened the meeting at 1:40 p.m.

1. Agenda: Approved unanimously.

2. Approval of Minutes of Meeting of November 22nd
Minutes approved.

3. Report of the Chair/AALO
Report deferred until January 24th meeting.

4. Old Business: ExCom charge on WASC Educational Effectiveness
The University Mission Statement, which includes reference to a multicultural learning experience, was crafted just prior to the WASC review, so the University must now gather data to demonstrate how we implement and assess this aspect of student learning. To date, CIC and GE recently hosted an open faculty meeting on this issue. Gale Young and Carl Bellone provided a synopsis of the educational effectiveness of GE and Sally Murphy presented an analysis of GE data. They will host a second meeting to address multicultural learning and competence. The FDEC Committee reviewed questions for its online town hall meeting on multiculturalism. Several members felt questions must be clear and unambiguous so any faculty member, regardless of discipline, can grasp its applicability to their teaching and state their opinion. For example, “It is CSUEB’s intention to provide a multicultural learning experience for its students, how do you implement this through your teaching and courses?” A suggestion was made to ask Gale Young and Terry Jones for help framing/refining these questions.

5. New Business: Visit by President Mo Qayoumi and Academic Senate Chair Henry Reichman to discuss potential changes to FDEC’s charge and composition
The President and Academic Senate Chair suggested the FDEC reexamine its role on campus, including its charge, potential expansion of its activities and composition (how members are selected), and make specific recommendations to the Academic Senate regarding possible changes. The FDEC could examine important issues such as: Assess the Administration’s and the Academic Senate’s responsiveness to faculty diversity concerns by measuring implemented changes to improve the campus environment for students/faculty of all backgrounds; developing
better policies/guidelines for tenure track searches (how search committees are constituted; that departments demonstrate plans to diversify their search from the initial tenure-track proposal through the entire search process; monitoring search committees’ work to ensure informed, accountable and active recruitment); reviewing opportunities and training provided for new hires to promote retention; more transparency in how funds and other university resources are used to promote diversity and multiculturalism; better distribution of analysis of hiring trends in recent years; how to stimulate change in departments which appear disinclined towards improving the percentage of women faculty and faculty of color to more closely reflect the demographics of our area and student body. One simple suggestion was to make the FDEC more visually comparable to other major committees on the Senate webpage; FDEC’s current, less visible appearance may weight the perception of its importance.

Adjournment: Meeting was adjourned at 2:55 p.m.

Respectfully submitted,
Grace Munakata