California State University, East Bay
FACULTY DIVERSITY AND EQUITY COMMITTEE

Approved

Meeting Minutes of November 22, 2006

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

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

1. Agenda: Approved unanimously

2. Approval of Minutes of Meeting of November 8th
Minutes approved with one spelling correction

3. Report of the Chair/AALO
A. The AALO distributed a table of “Tenure-Track Faculty Statistics” for AY 2003-04, 2004-05 and 2005-06 displaying the number of tenure track faculty and librarians, PRTB (Preretirement Reduction in Time Base) participants, FERP participants, Separations and Tenure-Track Searches for each year. At the start of AY 2005-06 CSUEB had 296 Tenure-track Faculty and 9 Librarians. Currently (Fall 2006) the University has 314 tenure-track faculty and 12 Librarians. [Note: The number of Librarians has been adjusted upward by 2 from data presented on November 22nd -- DL]

B. Regarding Tenure-Track Search Committee composition, the AALO provided evidence that probationary faculty are eligible to participate. The current Collective Bargaining Agreement in Article 12.23 a. states that “each department or equivalent unit shall elect a peer review committee of tenured employees for the purpose of reviewing and recommending individuals for probationary appointments. At the discretion of the president and upon request of the department these peer review committees may also include probationary employees.”

4. Review of the Composition of Current Tenure-Track Search Committees
The AALO distributed a list of 2006-07 Tenure-track Search committee members categorized by College, Department, Rank and Status (Tenured or Probationary). Almost half (fourteen of twenty-nine) of the search committees include probationary faculty; the number of members on specific search committees ranges from three to seven faculty. The composition of the search committees may be further split out by ethnicity and gender.

5. ExCom charge on WASC Educational Effectiveness
No material is available for study. It will take at least another week before any analysis or true study of data from the Campus Climate Survey is complete. During Winter Quarter 2007, the FDEC will use Blackboard to conduct a virtual town hall meeting for university faculty to
discuss multiculturalism, classroom implementation, and pose suggestions and proposals. CIC and GE have also been asked to stimulate campus discussion on these issues, and will host open meetings for faculty to discuss multiculturalism and how we assess students’ multicultural learning and competence. Therefore data from faculty will be gathered both in electronic and in person formats.

6. New Business
There is a possibility that the AALO may have to step away next quarter in order to teach a core course in his home department which meets during FDEC’s established meeting time. Committee members will be notified before the start of Winter Quarter if a new FDEC chair must be elected.

Adjournment: Meeting was adjourned at 2:56 p.m.

Respectfully submitted,
Grace Munakata