Present: Nicholas Baham (Ethnic Studies), Maliika Chambers (CEAS), Kyzyl Fenno-Smith (Library), Pat Guthrie (Women’s Studies), David Larson (AALO/Chair), Grace Munakata (CLASS), Arthurlene Towner (Presidential Appointee), Steve Ugbah (CBE)
Absent: position from Science vacant

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

1. Agenda: Approved unanimously

2. Election of a Secretary for AY 2006-07
Grace Munakata was nominated for secretary by Steve Ugbah and approved by acclamation. She will serve as permanent secretary for AY 2006-07.

3. Review of FDEC’s charge (03-04 BEC 8)
The Committee welcomed new members Dr. Maliika Chambers from Teacher Education representing CEAS, and Associate Provost Dr. Arthurlene Towner, serving as the President’s Appointee in an ex-officio capacity. The committee reviewed its responsibilities outlined in 03-04 BEC 8, specifically: to study and report on issues relevant to increasing faculty diversity, making policy and procedure recommendations to the Academic Senate when appropriate, and examining policy, procedures and statistical data regarding faculty diversity and equity in recruiting, hiring and retention at CSUEB. The Committee discussed the current disposition of appointed voting members and whether an appointment from the Library, as well as from each college, should be suggested to the Executive Committee.

4. Report of the Chair/AALO, including tenure-track searches in 2006-07
David Larson provided an update on CSUEB faculty recruitment. Forty-two (42) new hires joined the faculty Fall Quarter, an addition of seven appointments since Spring 2006. The AALO will provide up-to-date statistics on the diversity of new hires later this quarter.

If this year’s cohort of advertised positions is filled at the same rate as those of the past two years, the University will have added approximately 100 new faculty over the last three years, roughly a third of the total number of CSUEB faculty.

5. Possible Action Items for FDEC in 2006-07
The Academic Senate Chair, Henry Reichman, suggested that the FDEC address various issues raised by the Campus Climate Survey. The Committee discussed what our appropriate charge might be, as our work pertains to faculty, while the Climate Survey included staff, students and faculty. Committee members also considered whether selecting key areas of the Climate Survey would be an effective strategy for initial analysis and dissemination of information from an
extremely complex document. Steve Ugbah would like to discuss publication of papers based on the FDEC’s Faculty Diversity and Climate Survey.

Faculty Diversity Handbook: The FDEC, led by Pat Guthrie and AALO David Larson, is updating and revising the 1990 handbook, a project to be completed during this AY. In its final form, the Handbook will be accessible online.

New faculty satisfaction: The Committee continued its discussion of how to assess new tenure track hires’ expectations of and satisfaction with the University. Quantitative and qualitative methodology could be used, including in-person focus groups, small groups invited to FDEC meetings, and use of a survey.

Climate Survey: Committee agreed that the Climate Survey should be redone in Winter 2007 or 2008 to obtain new faculty responses.

New Business: Some committee members expressed concern regarding policy/procedures affecting eligibility and election of faculty members to Search Committees. The FDEC may review any existing policy/procedure documents, examine equity issues, and make a year-end recommendation to Faculty Affairs and the Executive Committee.

Adjournment: Meeting was adjourned at 3:23 p.m.

Respectfully submitted,
Grace Munakata