California State University, East Bay
FACULTY DIVERSITY AND EQUITY COMMITTEE

Approved

Meeting Minutes of November 8, 2006

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 (President’s Ex-officio Representative), Oscar Wambuguh (SCI)

Absent: Steve Ugbah (CBE)

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

1. Agenda: Approved unanimously

2. Approval of Minutes of Meeting of October 25th
Minutes approved unanimously

3. Report of the Chair/AALO, including tenure-track searches in 2006-07
The AALO distributed copies of the university advertisement in The Chronicle of Higher Education for all thirty CSUEB Tenure-Track Faculty Positions for 2007-2008. There are six positions in the College of Letters, Arts and Social Sciences, eight positions in the College of Business and Economics, six positions in the College of Education and Allied Studies, and ten positions in the College of Science. Fully half the total number are open-rank searches.

The Committee discussed the general ethnic/gender breakdown of University hires and will reexamine the current Collective Bargaining Agreement regarding Track Search Committee composition. The policy has changed to include non-tenured assistant professors, who may even serve as Chair of a Search Committee. Data from recent years shows that search committees which include junior faculty have been more successful. A Tenure-Track Search Committee must have at least three members, but can have more. Additional members could still be added to selected Search Committees for 2007-2008.

4. Report of the Presidential Appointee, Arthurlene Towner
The Presidential Appointee distributed a copy of the CSUEB Affirmative Action Plan and the system-wide 2005 Report on Faculty Recruitment Survey, which includes information on internal faculty diversity.

5. Continued Discussion of Ex Com Charge on WASC Educational Effectiveness
The WASC Educational Effectiveness Report must demonstrate how the University defines multiculturalism and assesses multicultural learning, and multicultural competence. The FDEC was asked to analyze available data and promote campus discussion of these topics. However, although percentages for the Campus Climate Survey are complete, as yet there is no analysis or true study of the data. This information will not be available for approximately two-three weeks, giving the Committee an extremely narrow timeline (January). When the Committee receives the
data, several questions can be framed, such as: What is multiculturalism in your view? How do you implement multiculturalism and its values in your classroom? Do you have suggestions for improvement in this area? To facilitate campus faculty discussion, Blackboard could be used to post these kinds of questions. This virtual town hall meeting would help assess the University’s current status regarding multiculturalism, and could also generate proposals for actions in the future. Patricia Guthrie’s motion that FDEC conduct a virtual town hall on this subject in Winter Quarter was unanimously approved.

6. Old Business: Further Discussion of Equity Issues: Postponed to a later date.

7. New Business: None

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

Respectfully submitted,
Grace Munakata