California State University, East Bay
FACULTY DIVERSITY & EQUITY COMMITTEE

Meeting Minutes of May 23, 2007

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

AALO David Larson convened the meeting at 1:49 p.m.

1. Agenda: Approved unanimously

2. Approval of Minutes of Meeting of May 9th: Minutes will be sent electronically, bundled with the May 23rd meeting minutes.

3. Report of the Chair/AALO; Status of 2006-07 Tenure-Track Searches:
As of May 22nd, 22 of 33 tenure track searches are complete. Since our last meeting, CLASS has made an appointment in COMM (Public Address/Forensics). Three formal offers have been extended: Comm (New Media); Music (Jazz Studies); and Sociology (Social Services). CEAS has made a formal offer in LH & LS (Hospitality Management).

The Committee briefly touched on faculty diversity in the composition of University and College committees. AALO David Larson also shared some preliminary statistics on faculty retirements and new hires over the past five years (2002-03 to 2006-07). During this period 96 faculty (including Library) retired (FERPers are included in this group as they are difficult to track) while 119 new faculty joined the university. Forty-six (46) retirees (48%) were white males; yet only 33 white males (27%) were hired during this five-year span. Fifty (50) women or minorities retired (52%), while 86 women or minorities (72%) were hired, a net gain of 36.

One committee member asked that the number of women and number of minorities be split out for clarification.

4. Summary of proposed changes to FDEC’s Composition and Charge:
A. Committee members continue to be appointed by the Executive Committee of the Academic Senate rather than elected.
B. Add one student position and one staff position to FDEC. (Kyzyl Fenno-Smith will research members of the staff board and how appointments are made.)
C. Immediate past AALO remains a member of FDEC for one 2-year term.
D. Title change from Affirmative Action Liaison Officer to Diversity Equity Officer.
E. CSU East Bay Diversity Plan: FDEC will develop and oversee a proposal for a seven-point blueprint for diversity with a 2007-08 time line. Subgroups working in collaboration with the
Committee would develop a draft structure for each element of the plan, with a timetable for preliminary data and preliminary report.

5. Old Business: CSUEB Diversity Plan
Committee members discussed elements of the Diversity Plan, in particular how the plan should be presented in the AALO’s Annual Report to the Executive Committee, scheduled for May 29th.

6. New Business: Lecturer Equity Issue
Committee members considered the language in department announcements for part-time lecturer pools. If applicants qualify for consideration, they must have an equal opportunity to be considered for positions. If there is no language stating that candidates holding higher level degrees or specific skills are preferred, a department cannot screen out other candidates at the outset, which could leave the university open to a lawsuit or grievance.

7. Adjournment: meeting was adjourned at 3:30 p.m.

Respectfully submitted,
Grace Munakata