California State University, East Bay
FACULTY DIVERSITY & EQUITY COMMITTEE

Meeting Minutes of April 11, 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), Oscar Wambuguh (SCI)
Absent: Maliika Chambers (CEAS), Steve Ugbah (CBE)

Chair David Larson convened the meeting at 1:50 p.m.

1. Agenda: Approved unanimously.

2. Approval of Minutes of Meeting of Feb. 28th: Minutes approved.
   Approval of Minutes of Meeting of March 14th: Minutes approved with one correction to attendance.

   A. 16 of 33 tenure track searches are complete as of April 9, 2007. Since the last meeting, positions have been filled in Accounting (Financial) 2, Accounting (Cost, Tax), Economics (Open Field), EDLD (Doctoral Program), EPSY (Counseling), KPE (Pedagogy), Math (Applied), NURS (Any Specialty), PSYCH (Developmental), and STAT (Applied/Computational).

   There were 286 applications for the Economics position! This demonstrates the appeal of open field positions, which effectively broadens a search, thus improving diversification of the pool and perhaps in the faculty as well. The Accounting (Auditing) position has been reopened after an accepted offer was subsequently declined.

   One member noted the lack of African American hires, and a single Hispanic hire to date.

   B. Follow-up discussion on CTLT position/equity issue:
   At the March 14th meeting, members felt the Search Committee for Faculty Development should also conduct a search for the Director of the Center for Teaching and Learning with Technology (CTLT) rather than having the Director appointed. FDEC views this as an equity issue. A search would provide campus faculty with an equal opportunity to apply. Other Faculty Support Services units have ongoing searches: the Office of Faculty Development (OFD, and the Office of Research and Sponsored programs (OR&SP) which is in the 3rd month of a national search. As these administrative positions have equal footing within the organizational structure, hiring procedures should be equitable and consistent.

   C. Distribution of call letter for self-nomination for the AALO position for AY 2007-08.
4. **Report of the Presidential Appointee**: No report

5. **Continuing Discussion of Changes to FDEC’s Charge and Composition**
There was significant discussion as to how the committee would go about constructing a Faculty Diversity Plan. Some members felt that the plan should involve administrative units as well. It was decided that a two-person subcommittee, consisting of Oscar Wambuguh and Pat Guthrie, would draft a set of overarching goals in the form of a “blueprint for action” and distribute the document electronically before the next FDEC meeting. Refinement and elaboration of a draft of CSUEB’s Diversity Plan will be the central focus of our next meeting.

6. **Next Meeting**: Wednesday April 25th at 1:30 p.m.

7. **Adjournment**: meeting was adjourned at 3:51p.m.

Respectfully submitted,
Grace Munakata
David Larson