California State University, East Bay
FACULTY DIVERSITY & EQUITY COMMITTEE

Meeting Minutes of April 25, 2007

Approved

Present: Nicholas Baham (Ethnic Studies), 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), Kyzyl Fenno-Smith (Library), Steve Ugbah (CBE)

Chair David Larson convened the meeting at 1:47 p.m.

1. Agenda: Approved unanimously.

2. Approval of Minutes of Meeting of April 11th: Minutes approved with one correction.

   A. Update on CTLT position:
      At the April 11th meeting, FDEC members expressed concern over the appointment of a Director for CTLT as an equity issue. The President has since stated that a search will be conducted for the position of Director of the Center for Teaching and Learning with Technology, providing interested campus faculty with an equal opportunity to apply for the position.

   B. Status of 2006-07 Tenure-Track Searches
      18 of 33 tenure track searches are complete as of April 25, 2007. Two additional appointments have been made since the last meeting, BIOL (Physiology) and MATH (General). There were 150 applications for the Math position, once again illustrating the effectiveness of open field positions (such as the Economics position) in attracting large numbers of applicants who broaden the scope of the search and may improve diversity in the faculty. The College of Science has completed 9 searches and extended 1 formal offer in BIOL (Genetics). CSCI is closing in on a perfect record of 10 appointments out of 10 searches.

      A committee member made a motion to send a message to CLASS, asking the college to urge its chairs to move more quickly on searches. To date, only 1 of 8 searches has been completed (MUSIC (History/Literature/Ethnomusicology) with one informal offer in Communication (New Media). The FDEC is concerned that the college could lose top candidates and potential diversity candidates by failing to keep pace with other institutions which are more aggressively pursuing similar candidates.

4. Report of the Presidential Appointee:
   Gale Young has requested information on university hiring policies regarding diversity for the WASC report. WASC noted a lack of parity in the ethnicity of students and faculty. The University must describe what it does to attract a diverse faculty. Pertinent issues include:
University policy on recruitment of faculty. Are all colleges consistent in diversity recruitment? Distribution of ads to a broad audience through nontraditional journals etc. Role of the FDEC. Five years of hiring data including statistics on increased diversity.

5. Group Discussion: CSUEB Diversity Plan (DRAFT)
Patricia Guthrie and Oscar Wambuguh presented a draft outline for a “CSUEB Diversity Plan: A Blueprint for Action”. This draft has been developed using ideas and models from the University of Colorado at Boulder, Duke University and Penn State University. Utilizing the University’s existing statements regarding its mission, values and vision, this blueprint would identify:
A. An unambiguous definition of diversity, equity, and multiculturalism, which is acceptable to the entire University community of faculty, staff and students
B. A broad statement of the University’s commitment to diversity, equity and multiculturalism
C. Guiding principles for behavior and interaction among students, staff and faculty to foster a more inclusive, equitable environment, how to implement these principles and identify incentives for change.
Elements of the Plan would include
1. Creating a Welcoming Campus climate
2. Recruiting and Retaining a Diverse Student body
3. Recruiting and Retaining a Diverse Workforce of faculty and staff
4. Developing a Curriculum Supporting the Goals and Mission of CSUEB
5. Diversifying University Leadership and Management
6. Coordinating Organizational change to Support Our Diversity (structure to oversee and maintain support for diversity)
7. Incorporating a System of Measurements and Awards

The FDEC provides leadership for change, but it is not clear whether it is within our charge to develop such a proposal. Presidential Appointee, Arthuarena Towner, will seek an endorsement.

If this proposal were endorsed, it would require at least a year for the committee to research and develop specific strategies for each of the above elements after collecting all existing CSUEB policies and procedures. Sub-committees would flesh out the content of each element in consultation with the full committee. As an example, the draft contained specific suggestions identifying the goal and strategies to implement Element 1, “Creating a Welcoming Campus Climate.”

6. Next Meeting: Wednesday May 11th at 1:30 p.m.

7. Adjournment: meeting was adjourned at 3:39 p.m.

Respectfully submitted,
Grace Munakata
David Larson