California State University, East Bay
FACULTY DIVERSITY & EQUITY COMMITTEE

Meeting Minutes of November 14, 2007

Approved

Present: Nicholas Baham (Ethnic Studies), Maliika Chambers (CEAS), Pat Guthrie (Women’s Studies), Terry Jones (Chair/AALO), Dave Larson (past Chair/AALO), Arthurlene Towner (President’s Ex-officio Representative), Steve Ugbah (CBE), Oscar Wambuguh (SCI)

Absent: Kyzyl Fenno-Smith (Library); Grace Munakata (CLASS)

Guests: Jim Cimino, AVP, Human Resources; Jair Fory (KPE); Jeff Seitz (Earth and Environmental Sciences)

AALO Terry Jones convened the meeting at 1:38 p.m.

1. Agenda: Approved unanimously

2. Approval of Minutes: Minutes of October 24th meeting approved

3. Discussion with Jim Cimino:
Assistant Vice President Jim Cimino met with the committee for approximately 45 minutes. An informal, free-ranging discussion was driven by a question-and-answer format.

After describing his notion of an “ideal candidate” for the university’s Equal Employment Opportunity (EEO) officer, Cimino informed the committee that the #1 candidate for our vacant EEO position has pulled out of the running. So the search has been extended into 2008. Cimino characterized the original pool as “fairly robust” but admitted there were difficulties in finding faculty willing to serve on the search committee during the summer, so the process was perhaps unnecessarily protracted. Also discussed in detail were new HR protocols regarding the gender and ethnicity of applicants. Self-identification data is now entered into PeopleSoft when the forms come in; that data can be pulled and shared with the Associate Provost for the purpose of validating the legitimacy of tenure-track search applicant pools.

The committee requested a second visit by A.V.P. Cimino, who agreed to return during FDEC’s first meeting of Winter Quarter, January 16th.

4. Continue Planning for Symposium:
The committee established the date of Friday February 8th for the diversity symposium. Furthermore, it was agreed that the words “Blueprint” and “Symposium” be used in all further references to this event. With today’s absence of a key planning subcommittee member, the chair suggested that further discussion of this item be postponed until FDEC’s November 28th meeting.
5. **Move EEO Officer out of HR and to the President’s Office:**
Brief discussion on this topic. The committee agreed that if our University takes seriously the concept of diversity, the EEO should work out of the President’s Office and not be buried in Human Resources. It was pointed out that at U.C. Berkeley, the EEO is a vice president-level position. A motion was made (and approved) to examine the hierarchy of other universities to see where the EEO is commonly housed.

6. **AALO/DELO on the President’s Council:** Discussion postponed

7. **Other Discussion items:**
Jeff Seitz, Chair of Earth and Environmental Sciences, brought to the committee’s attention his longstanding concern that the 2006 Campus Climate Survey exposed what “may be a pervasive problem with intolerance toward gay, lesbian and bisexual students, faculty and staff on our campus.” Prof. Seitz, who felt that this problem did not receive appropriate treatment in the documents produced by the University in advance of the WASC accreditation visit last month, handed out copies of his September 28th, 2006 memo to ExCom regarding his unease with the Campus Climate Survey data. A motion was made, seconded, and approved that FDEC send a letter to the Provost requesting that Campus Climate Survey data on this topic be more fully analyzed; and that FDEC include a discussion of this topic at the Diversity Symposium in February.

Arthurlene Towner explained and distributed a handout entitled “Additional Documentation Expectations” – which details additions to stages five, seven and nine of the “Tenure Track Search Process Guidelines for 2007-08.

8. **For the good of the order:** none

9. **Adjournment:** Meeting was adjourned at 3:15 p.m. [Next Meeting: November 28th]

Respectfully submitted,
David Larson