California State University, East Bay
FACULTY DIVERSITY & EQUITY COMMITTEE

Meeting Minutes of October 24, 2007

Approved

Present: Nicholas Baham (Ethnic Studies) Kyzyl Fenno-Smith (Library), Pat Guthrie (Women’s Studies), David Larson (past AALO), Grace Munakata (CLASS), Arthlene Towner (President’s Ex-officio Representative), Steve Ugbah (CBE), Oscar Wambuguh (SCI)

Absent: Maliika Chambers (CEAS)

AALO Terry Jones convened the meeting at 1:37 p.m.

1. Agenda: Approved unanimously

2. Approval of Minutes: Minutes of October 10th meeting not yet available.

3. Report from subcommittee on Diversity Plan:
The Committee reviewed a 2-gage document from the subcommittee, a draft for the Diversity Blueprint Symposium and a sample Diversity Management Workshop Agenda.
A broad range of campus participants, from administrators to students, will participate in a day-long symposium to discuss development of a campus-wide diversity plan. The event has been tentatively scheduled for Friday, Jan. 25, 2008. The Committee anticipates approximately two hundred participants, including vice presidents, heads of units, direct reports and a designated staff member, department chairs with at least one additional faculty member (i.e. a junior and senior member from each dept.) and participants from the student congress -- ASI, Ethnic Caucuses, GSA, service organizations and clubs.  Organizations such as APIFSA and the African American Faculty organization will also be notified.

The symposium will inform participants of the values and principles of the Diversity Plan and identify tasks to be accomplished to further Cal State East Bay’s development as a truly multicultural institution. Workgroups and facilitators will discuss goals, guidelines and generate initial plans on issues including campus climate; recruiting and retaining a diverse student population; recruiting and retaining a diverse workforce; and developing curriculum which incorporates a philosophy of diversity and tolerance. The session will begin with a keynote speaker, possibly a member of a university campus similar to ours, who has successfully implemented a diversity plan which has undergone assessment. This individual might also function as a consultant to planning our symposium. One committee member suggested former Interim EEO, Philip Encinio, as a potential speaker.

4. Debriefing on WASC visit:
Steve Ugbah and David Larson reported a positive response from the WASC team, as evidenced by the preliminary report delivered by team leader Mary Kay Tetreault at the conclusion of their visit. She commented on CSUEB’s responses to WASC questions and noted specifically a marked positive change overall since WASC’s March 2005 campus visit. The team was pleased
with the diversity and campus climate study (every 3 years), and with improvement in student retention. WASC wants more tracking of indices across the board. Regarding diversity/student retention they suggested a modified return of the sophomore cluster program.

5. Tenure Track Searches:
AAALO Terry Jones reported that the College of Business and Economics has received approval for all of their tenure-track searches.

6. For the good of the order:
The search for a permanent Equal Employment Opportunity officer is close to conclusion. Under the newly approved structure of the FDEC, the EEO will become a non-voting member of the committee.

Arthurlene Towner shared the agenda for the upcoming Diversity Management Workshop she organized for management and staff.

Adjournment: Meeting was adjourned at 3:14 p.m. [Next Meeting: November 14th]

Respectfully submitted,
David Larson & Grace Munakata