California State University, East Bay
FACULTY DIVERSITY AND EQUITY COMMITTEE

Meeting Minutes of November 12, 2008

Present: Nicholas Baham (Ethnic Studies), Maliika Chambers (CEAS/Secretary), Ken Curr (Biological Sciences), E. Maxwell Davis, (Women’s Studies), Kyzyl Fenno-Smith (Library), Terry Jones (AALO/Chair), Linda Nolan (EEO Representative), Steve Ugbah (CBE), Paul Wright (Social Work).

Absent: David Larson (Geography/ES/IS), Arthurlene Towner (President’s Ex-officio Representative)

Guests: Oliver Ramsey (University Advancement), Oscar Wambugu (SCI), Gale Young (WASC Planning Committee Chair, Interim Presidential Appointee, Academic Programs and Graduate Studies).

AALO Terry Jones convened the meeting at 2:10 p.m.

1. Approval of the Agenda: Approved unanimously.

2. Approval of Minutes of Meeting of October 22, 2008: Minutes approved.

3. Discussion/Development of the framework for analysis of the Diversity Plan

Terry Jones reviewed last meeting’s agenda action items to call the meeting to order. Each division and FDEC Liaison brought Diversity plans to share as part of the draft revision process.

Kyzyl Fenno-Smith provided an updated grid to help simplify the University mandates as presented. She expressed that Regional Stewardship is more readily addressed in the PEM plan, rather than the University’s plan.

Gayle Young asked if it is better for Divisions to try and address several mandates well, rather than try to cover all of the mandates in a superficial way; she presented the task to her Division as reviewing the University mandates and focusing on a few that would produce something that is sustainable and that the Division could be proud of in 2-5 years.

Maliika Chambers raised the issue of several pressing and immediate challenges facing her assigned unit, resulting in the low priority of the Diversity document and making the task of soliciting input difficult.

Gayle Young presented the Diversity Plan to the Council of Chairs as a working document with the stipulation that there would be another round of revisions after FDEC review, in which units will be able to revise and edit as necessary.
Steve Ugbah stated that the Dean of the College of Business is “very much on board with the Diversity Plan work, and wants to fully incorporate [the diversity work] into the work of the College.”

Oscar Wambuguh expressed concern that after several iterations, perhaps “what is is what will be.”

Terry Jones suggested pressure on units for clarity and detail.

Nan Chico states that Information and Technology Services in very receptive to the idea of incorporating diversity work into their role of supporting academic units and administrative divisions, but is still open to discussion about what integration will look like.

Oliver Ramsey states that the draft Diversity Plan for University Advancement has been completed, and is available for review.

Meeting continued with each FDEC member and all guests sharing draft plan work to date; subsequent discussion focused on areas of strength and weaknesses of each plan. It was resolved by the group that context is critical for each unit, and that specificity should be required for each item, outcome, and goal included in each plan.

FDEC members and guests were charged with a last round of data gathering and plan work in advance of the November 26 meeting. Several goals for the remaining work were established:

- Each item included in the plan must be “operational in impact form” (can be measured)
- Each item included in the plan must be “doable” (able to commit to)
- Each item included in the plan must have a timeline
- Each item in the plan should include responsible parties, where applicable
- Each outcome should include some assessment component (“how will you know when you have done what you said you will do?”)

Next meeting scheduled for November 26, 2008.

Meeting adjourned at 3:46 p.m.

Respectfully Submitted,

Maliika Chambers