FDEC MINUTES, Wednesday March 11, 2009, 2:00 PM, LI 2250

Members Present: Terry Jones, Linda Nolan, Arthurlene Towner, Kyzyl Fenno-Smith, David Larson, E. Maxwell Davis, Ken Curr, Nick Baham

The meeting was called to order at 2:20 by the chair.

Kyzyl reported that she sent the most recent drafts of the compilation of narrative division plans and the combined draft documents to all committee members yesterday (3-10-09)

• We are still waiting for both the draft and narrative plans from ITS
• We are still waiting for the narrative from APGS

We reviewed the work Terry did on compiling goals based on his review of the plan summaries to identify common themes. What emerged from his review included:

1) Become more responsive to diverse student populations.
2) Contribute to an inclusive campus climate that values students, staff and faculty.
3) Foster respect for and appreciation of multicultural learning.
4) Establish a monitoring system and a baseline system to determine progress in achieving diversity.
5) Increase the numbers of students from diverse groups.
6) Graduate students who are informed, perceptive and skilled in multicultural, international and social justice perspectives.
7) Increase retention and degree completion rates by providing students from different backgrounds with appropriate support, advising and mentoring.

There was discussion of Terry’s draft regarding goals for student learning about multicultural, international and social justice perspectives (what do we mean by informed, perceptive and skilled?)

There was discussion of how the report should and will be released (in print form, online, or both) and the possible need to provide a summary of it, provide an executive report version or provide an index to the full report.

There was discussion of including the full plans in the report versus attaching them as appendixes; we referred to Steve’s argument for including the full reports in a previous discussion of this issue.

Nick and Dave agreed to write some sort of brief (one page) conclusion for the report that summarizes what we want to do, why (what it will accomplish) and what the value of those accomplishments will be.
Nick brought up the need to introduce the concept of accountability into the report and summarized goals. Terry indicated that we might best include this concept in the recommendations section of the report, as it does not truly emerge from the division plans.

Kyzyl provided an alternate/additional summary of synthesized goals developed in last week’s meeting, which we reviewed and edited as a group:

1) Recruit, support, mentor, retain and promote staff and faculty who are skilled in providing equitable educational services to diverse communities as exemplified by inclusive excellence and regional stewardship.

2) Disaggregate departmental, college and institutional data to better understand who is excluded from inclusive excellence, how and why.

3) Enhance institutional communication about unit, college and department performance in inclusive excellence.

4) Recruit, support, mentor, retain, graduate and continue to additional higher education students from traditionally underserved groups.

5) Enhance curriculum and pedagogy in multicultural learning, diversity, social justice, international/global perspectives and inclusive excellence.

6) Enhance intercultural social participation and engagement in campus services, events, etc.

Kyzyl summarized the themes that emerge from both summaries as:

- Communication (internal/external)
- Research
- Participation and Engagement
- Curriculum and Pedagogy
- Student Success and Support
- Staff and Faculty Development
- Disaggregation and Dissemination of Data
- Attributes and Service of Graduates

We agreed to drop the revised version of Kyzyl’s list of six themes into version four of the diversity plan narrative, which Kyzyl will email to everyone.

After we have dropped in the narratives, the summary of themes and the conclusion to be written by Dave and Nick, the full report will be ready for review. Nick suggested that we draft the conclusions as a group today, which we attempted:

The faculty diversity and equity committee would like to express gratitude to President Mo, the President’s Cabinet, the College Deans and the Academic Senate for their cooperation, encouragement and willingness to weave this document into the University’s strategic plan, and
to the CSU East Bay units and Colleges that participated in and contributed to the creation of this report.

This document represents a genuine commitment by the entire university committee to continued efforts to become a more inclusive, multicultural institution, an institution committed to preparing all students for effective participation in an increasingly complex and global society.

We expect that this document will inaugurate a new era of inclusive excellence and an enhanced role in regional stewardship at CSU East Bay, as an organization at the forefront of this activity on the Pacific Rim. We anticipate emerging from the creation of the document as a leader in the development of a new model for sustainability and accountability in educational institutions, making this report a singular achievement in the history of American higher education.

We’re laying down the format for...
We are evolving through education
This is a journey, we are committed to monitoring, reviewing and renewing the document
We’re not done yet – this is a work in progress to be continued with future colleagues

Kyzyl agreed to work on merging all of the material we discussed today into the draft report and email that merged document to Terry. Terry agreed to conclude work on that document, including incorporating Gale’s contributions regarding WASC material, within a few days of March 24. We would like to have the draft complete and ready to submit for review within the University then.

We discussed what the work plan for the FDEC will be for the Spring quarter, assuming that after we submit the draft it will be reviewed at various levels of the University for some time before being finalized.

The meeting was adjourned at 3:45 p.m.

FDEC website: http://www.csueastbay.edu/senate/fdec.htm