COMMITTEE FOR FACULTY EQUITY AND DIVERSITY

OF THE ACADEMIC SENATE

CALIFORNIA STATE UNIVERSITY, FRESNO

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February 7, 2014

Members Present: **Julie Moore, Janice Parten, Stefaan Delcroix, Gloria Medina - Sancho**, Andrew Jones, Alex Espinosa, **Kathryn Biacindo**

Members Absent: Keenan Pipes, Laurie Taylor

Visitors: None

The meeting was called to order by Janice Parten at 11:00 a.m. in Thomas Administration #117 by.

1. Minutes: There were no Minutes to approve.

2. Agenda: The committee discussed three items which will serve as agenda items for subsequent meetings and elected Andrew Jones to serve as Interim Chair while **Suzanne Kotkin-Jaszi** is on sabbatical. Items discussed:

* 1. Retention of faculty. In terms of diversity, we need data on retention rates for faculty in order to ascertain what demographics are staying through their probationary period and beyond. Such data will help inform the committee and administrative bodies as to what may need changed on campus to facilitate a campus culture that promotes and sustains diversity.
  2. Establishment of an administrative position as Vice President of Diversity. As presented by Alex Espinosa, it is the consensus of the committee that Fresno State is in need of an office dedicated to addressing diversity on campus. Janice Parten volunteered to examine other campus diversity officer position descriptions to help

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advocate for, and facilitate the development of, such a position on the Fresno State campus. Alex Espinosa will present data he has collected on diversity issues on campus at the next committee meeting.

* 1. Streamline the EEOD selection process. Julie Moore brought up the issue of EEOD selection, asserting that some departments use the same EEODs for every search committee, and that this has the potential for developing a group think mentality within the committee and/or reducing the relevancy of the EEOD in discussing applicants. As a means of addressing this problem, and streamlining the process for EEOD selection, the committee advocates a change in process whereby faculty search committees submit their meeting times to the office of the VP of Faculty Affairs, which may then select an EEOD for a particular search committee based on scheduling availability. This process would introduce greater diversity of interaction between EEODs and various departments and colleges on campus, and would reduce the time it takes to select EEODs for search committees. Additionally, this would help divide the workload among EEODs, as some are overloaded with searches.

1. ADJOURNMENT: The committee agreed to a next meeting time of 11a.m. on Friday, March 7, 2014 in Thomas Administration 117. Meeting adjourned at 12p.m.