Minutes OF THE Committee for Faculty Equity and Diversity OF

THE ACADEMIC SENATE CALIFORNIA STATE UNIVERSITY, FRESNO

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Members Attending: **Iran Barrera (Chair),** Laurie Taylor-Hamm, James Rocha, Dvera Saxton, Serhat Asci

What should we do?

How do we stay positive when POC, etc. faculty are under threat.

Should we postpone flow-charts? How should we respond to current situation?

Those in power have a threshold to not make it hostile, it’s under the radar—but it’s still wrong…the behaviors that cause emotional distress. Social media policies to limit how we vent, intensifies

Human resources side—it’s hostile, perception, then it’s hostile. But then there’s retaliation.

Grievance or Early Resolution Process—health, productivity, students…

HUGE GAP—how can CFED fill it? Should we be part of the solution for people experiencing this?

Can we be a peer support network? Can we write letters of support for faculty that are suffering?

Equity issues in Kremen, w/ searches, ranked, picked top 2 candidates, different ethnicities, Dean overruled the choices…what can we do? We’re losing wonderful candidates, diversity in terms of person and contributions to the job. Disturbing. Shocking.

Should we focus on hiring or those who are here? We vote in favor to focus on people who are here

Next step: Draw Chart

What do you do when you don’t trust chain of command?

Wrote a letter to chair🡪 Dean🡪HR🡪 met w/ person, do a grievance? Or “early resolution process” (mediators w/ harassers)🡪 But because of retaliation, I’m up for tenure, but I need some sanity, they need to know I’m having a hard time🡪mediation, academic affairs, “training” around discrimination🡪chair some one comes in to talk about “isms”…never affected anything, nothing is done.

Social work students walk out, admissions committee, new professor yells at him, caught off guard🡪who’s going to react? Left to defend himself in these situations

Retaliation—observable and non-observable (e.g. course assignments) 🡪next option is to grieve, go up in the fall.

Three choices:

Bring in union at beginning

Grieve

Early Resolution

What is the percentage satisfaction? Is bringing them in early better?

When the practices are under the radar, the union can’t do much, learned behaviors

What are the best practices? What helps people who have been through these things?

Fear bringing in union, because they represent all faculty, what if they represent the person harming you? B/c they have more rights under the contract…Union is good at some things but not other things.

You can’t grieve against colleagues, only management, IF management is against entire department, then you can grieve.

Where’s the threshold…really awesome people are leaving, students are walking out, grievances filled, early resolution processes

We have rights, but we don’t…

UC San Diego Equity Team model…how can we do this here?

PCHRE—is that our space though? Strategic plan, check-box approach…not really helpful to nitty-gritty faculty needs

Can we pilot it? Could we be autonomous faculty auditors? Creating a record.

Do we need to survey?

What’s going on? Member vs. non-member…

We need to reach out to the Equity committees at the UC…what’s their history? How do they exist? How are they supported? What is their purview/objectives/mission?

Could CFA support us?

Should we go to the President? To Provost Harper?

Dvera (UC San Diego & Iran UC Berkeley)will investigate the Equity Committee at the UCs—how and why did it start? How does it work? Who funds it?

Laurie/James/Kathie--What exists at other CSUs? North/Middle/South

Sehrat—edit/tweak questionnaire—Can do it through Office of Institutional Advancement OR CFA

What should we do about the civility clause? Dvera will ask Lisa B. It’s under our purview to object to something that will harm faculty—weaponizing academic policy

Iran set meeting date w/ pres for Nov

Launch survey in early Oct.

James will make infographics

Subscribe to discussion boards

Adjourned—9:37 PM