COMMITTEE FOR FACULTY EQUITY AND DIVERSITY

OF THE ACADEMIC SENATE

CALIFORNIA STATE UNIVERSITY, FRESNO

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April 4, 2014

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

Members Absent: Keenan Pipes, Laurie Taylor

Visitors: None

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

1. Minutes: The minutes of the February 7, 2014 meeting were approved with one correction: the elimination of the word “by” after #117 in the sentence “The meeting was called to order…”.

2. Announcements: Janice Parten announced the Diversity Forum scheduled for April 30, 2014. A keynote speaker has been selected, Karen Dace, and she will be part of a panel and forum Q & A involving the role of a chief diversity officer. This led to a discussion of what Fresno State needs as a diversity officer (taking into consideration the particularities of Fresno area/demographics).

The Committee came to a consensus that as part of the promotion of the Diversity Forum, CFED should contact and advocate that the Provost’s Office send out a campus-wide announcement email about the Diversity Forum.

Alex Espinoza addressed his concern that in the promotion of Fresno State creating a chief diversity officer position, this may produce ‘pushback’ from faculty. With 45 faculty recently being denied equitable pay raises through market increase petitions, faculty may have a negative perception of attempting to create another administrative position – the perception being there is money for administrative hires, but

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not for faculty pay increases. The Committee agreed that in its capacity, CFED should work to decouple the two as separate concerns if it becomes an issue in advocating for a chief diversity officer.

3. Agenda: The Committee discussed two items which were broached in previous meetings. Items discussed:

* 1. Retention of faculty. Janice Parten asked the Committee for the particular forms of data CFED wants in order to examine faculty retention. The Committee agreed to focus on tenure-track faculty with a seven year window of hiring through tenure for data analysis. Kathryn **Biacindo** will bring in data for the May meeting regarding faculty perceptions of diversity within the school of education. She and Parten both agreed that the Committee should help draft questions for an exit interview instrument to be developed by Human Resources to gather data on why faculty leave Fresno State.
  2. Addressing campus safety as an expression of diversity. As discussed in an informal meeting in March, Committee members Julie Moore, **Gloria Medina – Sancho, and Andrew Jones talked about campus safety issues and potential risks for vulnerable populations on campus. With time expiring for the meeting, this issue will be on the agenda for the May meeting.**
  3. In accordance with the Academic Policy Manual, CFED will elect a new chair of the Committee for the 2014-15 academic year at the May meeting.

1. ADJOURNMENT: The Committee agreed to a next meeting time of 11a.m. on Friday, May 2, 2014 in Thomas Administration 117. Meeting adjourned at 12p.m.