

California State University, Sacramento
2013-2014 Committee on Diversity and Equity (CODE)

Monday, November 4, 2013
1:30-3:00 p.m. – Sacramento Hall, Room 275
Submitted by Fang Gu

Approved: November 18, 2013

I. Call to order

II. Roll call

Attendees: Akutsu, Antonyappan, Enchandia, Gu, Hanna, Jones, Nouredine
Absent: Ramirez, Torregrosa

III. Approved the minutes

The committee approved the meeting minutes of October 21, 2013

IV. Sign up for representing CODE at Senate Executive Committee

The committee members signed up the Senate Executive Committee meeting dates.

V. CODE representative report of Senate Executive Committee meeting

Marlyn Junes attended the Executive Committee meeting on October 29th, 2013.

- Textbook adoption policies were discussed regarding accessibility and foreknowledge for students at the time of course registration.
- The Livingston Lecture Award will be held on Thursday, November 7, 2013 in Redwood Room, University Union.
- New security measures in Sacramento Hall were explained.
- The issues of Affirmative Action and Equal Employment Opportunity (AA/EEO) policies and training were reviewed as there are 40-50 authorized searches on campus. Human resources is looking for ways and advice for ensuring policy compliance.

VI. Campus Climate Survey

Discussed feedback from OIR (Office of Institutional Research) regarding the CODE faculty climate survey

Given these deliberations, the committee has been asked to consider two options for discussion and potential approval at our next meeting:

- 1) Merge the desirable aspects of both surveys (will require OIR adopt it or we obtain IRB exemption)
- 2) Administrate the OIR survey as is

VII. Hiring discussion

Discussed CSUS Faculty Profile and Data provided by William Bishop at HR. White/Caucasians were the majority. Questions about the data regarding hires vs. applicants, and range of years it covered will require clarification from William. The University Fact Book data on ethnicities and Faculty Rank were also discussed and concerns were raised regarding faculty retention.

VIII. Adjournment: 3:00 p.m.