

COMMITTEE ON DIVERSITY AND EQUITY (CODE)
MINUTES OF THE MEETING OF 11.5.18
Approved: 2/4/2019

CALL TO ORDER:

The Chair called the meeting to order at 1.37pm.

ROLL CALL:

VOTING MEMBERS

DOSU, TABZEERA Library LIB At-Large Sp. 2019, **FLICKINGER, PHILIP** Theatre & Dance A&L At-Large Sp. 2020, **GHOSAL, TORSAL** English A&L At-Large Sp. 2019 (absent), **HOFFMAN, JAMIE** Recreation, Parks & Tourism Administration HHS At-Large Sp. 2020 (absent), **KNIFSEND, CASEY** Psychology SSIS At-Large Sp. 2021, **WILLIAMS, EBONY** Graduate & Professional Studies EDU At-Large Sp. 2020 (absent), **ZEIGLER, DAVID** Mathematics and Statistics NSM At-Large Sp. 2019, **FIELDS, BRONWYN** Nursing At-Large Sp. 2021, **VACANT** Faculty Senator Sp. 2019.

NON-VOTING/EX-OFFICIO MEMBERS

BISHOP, WILLIAM, Human Resources Sp. 2019 (absent), **PEIGAH, ANTONIA**, Faculty Senate Ex-Officio, Faculty Senate Chair Sp. 2019 (absent), **VERMEIRE, DIANA TATE**, Office of Inclusive Excellence, Executive Director Sp. 2019 (absent), **HUMPHREYS, TONY**, ASI Representative, Sp. 2019, **VACANT** University Staff Assembly, Sp. 2019

OPEN FORUM:

- No discussion.

APPROVAL OF THE AGENDA:

Moved: Bronwyn Fields/Casey Knifsend. Approved.

APPROVAL OF THE MINUTES FROM 10/15/2018:

Moved: Casey Knifsend/ David Zeigler. Approved.

BUSINESS:

- **Standing Area Updates**
 - Nothing from Diana Tate Vermeire
 - ASI – many students energized by finding ways to support those affected by Camp Fire. ASI is a drop off point for donations – Sequoia Hall Room 311 (student shop 8 – 5pm). Ongoing collection at least through finals week. Moving to University Union over the Winter break.
 - Fire impact update – Diana Tate Vermeire – no official numbers re students / faculty impacted (definition of impact?). No known intention to publicize this data, but definite effort to identify students so the University can reach out and support these students.
- **Presentation of Faculty Retention Data by Brian J. Oppy, PhD, Associate Vice President for Faculty Advancement**



SACRAMENTO STATE

Faculty Senate

- No response to email invitation – Brian moving to Chico State
- Discussion re alternative speaker – Dr. Robin Carter’s role will now encompass the role of Office of Faculty Advancement
- **CODE Initiatives for 2018/2019 – final selection**
- **Planning for Faculty Retention Forum** – what is it that we wish to accomplish? What do we want individuals to walk away with? Focus will impact the amount of pre-planning needed.
 - Tabzeera scanning the CSUS literature re retention. Math, nursing, women etc. recurring themes
 - Diana – not sure what our campus would say are the key issues, what would resonate on our campus? CODE, affinity groups exist on campus, but how can we support them as part of a retention effort? Climate gives us some data but limited (25% response rate). What do faculty see as the challenges to retention? Considering a very brief (10 question) survey of faculty within their first 3 years of employment. Draft survey in development (130 – 150 faculty within 3 years of start). Bronwyn suggested could begin with a focus group. Diana suggested could also begin with survey then move to focus groups.
 - Tabzeera – perhaps we know more than we think. Best practice literature may provide factors we can measure Sac State against. Knowing is important, but what are we going to do about it. We should have tips/tools in hand to provide support for retention while waiting for results of survey.
 - Looking for data on turnover / retention – Brian Opy was asked for this. Diana thinks that this information is not regularly reviewed. Exit interviews? Anecdotally thinks there is not a big problem (more retirements than resignations). Office of Faculty Affairs may have more information about retention issues that we don’t currently have access to.
 - Bronwyn – what about issues with tenure track success?
 - Tabzeera – within the retention data, need to explore diversity issues. Will the survey give us the information we need, will faculty respond honestly? Diana thinks survey will give us some useful data, including recognizing challenges as well as successful supports.
 - David – apart from last year, hiring was largely homogenous. Are we bringing people into an environment that is not “friendly” to them?
 - Casey – what support could be provided? Are there microaggressions?
 - Tony – perhaps invite the faculty affinity groups representatives to present to us about challenges or supports needed for their members (speaking for a group of people, rather than just for themselves, may provide some protection for them compared to sharing just personal information)
 - Tabzeera – there are not affinity groups for every diverse population / faculty
 - Casey – how are affinity groups formed? Would there be groups that we miss? Diana reports some affinity groups have been around for a very long time, others are new. All should receive support from within the University resources.
 - David – tenure track vs part-time (adjunct) faculty issues (perception that TT faculty less diverse than PT faculty) but Diana says that this is not correct across the university – actual numbers do not support that PT are more diverse.
 - Casey – literature review on best practices, data collection locally, adjust best practices based on local data, resources available locally



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- Tabzeera – would like to be able to provide some resources and tools to departments by Fall (tools for decision makers and for the faculty in the situation).
- Casey – research assistant students could be involved
- Diana – survey development already in progress. CODE could contribute but would need to work with others in finalizing and analyzing. Diversity Council looking at diversity and recruitment – need to ensure we are not duplicative.
- Philip – issues around workload are impacting retention. Recruitment may be based on university requirements and not just on departmental needs. If hires are not made quickly and appropriately, workload just continues to rise.
- Diana – this is a narrative that needs to be captured.
- Tabzeera – divide up best practices based on areas of interest – **workload, RTP, STEM, diversity** – let's all look and come in February with information

ADJOURNMENT: The meeting was adjourned at 3:00pm