

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

Monday, October 21, 2013
1:30-3:00 p.m. - Orchard Suite, University Union
Submitted by Phillip Akutsu

Approved: November 4, 2013

I. Call to order

II. Roll call

Attendees: Akutsu, Antonyappan, Hanna, Jones, Nouredine

Absent: Enchandia, Gu, Ramirez, Torregrosa

III. Committee Minutes: New Requirements

Lynn Hanna, Chair, informed the CODE members that official minutes must be recorded for CODE meetings and these minutes must be subsequently approved by CODE members. Once these minutes are approved, a copy of these minutes should be sent to Kathy Garcia, Faculty Senate Analyst (kathy.garcia@csus.edu). This is a new policy that officially begins on November 1, 2013. Lynn asked for a volunteer to take minutes and Phillip Akutsu agreed to do so for today's meeting. For future meetings, Lynn recommended that we should rotate these duties.

IV. Senate Executive Committee: Representatives from CODE

Lynn Hanna reported the Senate Executive Committee meets every Tuesday from 3:00-5:00 p.m. in 275 Sacramento Hall. She stated that CODE is required to send a member to attend these meetings as an official representative and asked if one of the current CODE members could attend these weekly meetings. Given that no one could make this regular commitment, Lynn suggested that we could rotate these duties for attending the Senate Executive Committee. Lynn stated that she would circulate a schedule for the remaining dates for the Senate Executive Committee to request volunteers to sign up for the available dates.

V. Campus Climate Survey

Prior to today's meeting, Jude Antonyappan sent an electronic copy of the latest version of the CODE survey for review and approval for final distribution. Phillip Akutsu provided some feedback regarding minor formatting and grammatical issues to revise the survey. Jude asked that Phillip send these edits and revisions to her to update the survey and make these changes.

Motion: To approve the latest version of the Faculty Survey with the suggested changes.

Question Called: Jones, seconded by Nouredine.
Passed: Unanimously

VI. Collaboration with Human Resources: William Bishop

William Bishop, Director of Equal Opportunity, Office of Human Resources, reported that he would like to work closely with CODE to ensure that current faculty searches were following proper procedures regarding Affirmative Action requirements. In a previous meeting, some CODE members mentioned hearing of irregularities that took place in recent searches with regard to Affirmative Action requirements. While William mentioned that he and the Office of Human Resources would investigate such irregularities if they were reported to his office, several CODE members stated that it would be difficult for faculty members, especially junior faculty, to bring up such complaints against their own departments for fear of some type of reprisal.

Rather than focusing on past hiring issues, some CODE members thought it may be best to focus more on current searches to avoid any future problems with compliance of the Affirmative Action requirements. Several suggestions were made including the need for refresher workshops on Affirmative Action requirements or creating a brief handout or checklist to follow about Affirmative Action requirements for newly formed search committees. William stated that such materials were made available to each department that is conducting a faculty search, but he and Human Resources would be open to any suggestions by CODE that would improve compliance with these Affirmative Action requirements. For future discussions on this matter, Marlyn Jones suggested that CODE review Section 6.06 D of the UARTP which stipulates the specific criteria for Affirmative Action/Equal Opportunity Representatives to be officially included in all faculty searches.

V. Faculty Senate Report

Phillip Akutsu who is also a Faculty Senator provided a brief summary of current items on the official agenda for the Faculty Senate including recently submitted reports and recommendations by Senate subcommittees concerning program review procedures, program impaction requirements, etc. He stated that CODE members could review past minutes and upcoming agendas for the Faculty Senate at their official website. Some CODE members thought it may be important for CODE to request specific data on impacted programs to determine if newly developed impaction criteria may be negatively affecting the ability for some ethnic minority groups to be accepted as majors in certain impacted programs.

VI. Adjournment: 3:00 p.m.