SAN JOSÉ STATE UNIVERSITY

Office of the Provost

Andrew Hale Feinstein, Ph.D.
Provost & Vice President
for Academic Affairs

Colleges of:
Applied Sciences & Arts
Business
Education
Engineering
Humanities & the Arts
International & Extended Studies
Science
Social Sciences

Offices of:
Academic Planning & Budgets
Academic Technology
Faculty Affairs
Graduate Studies & Research
Institutional Effectiveness and Analytics
Student Academic Success Services
Undergraduate Studies
University Library
University Research Foundation

One Washington Square
San José, California 95192-0020
Voice: 408-924-2400
FAX: 408-924-2410
E-mail: provost@sjsu.edu

www.sjsu.edu

PRESIDENT'S COMMISSION ON DIVERSITY

MEETING MINUTES

September 22, 2014

Attendees: Andy Feinstein, Renee Barnett Terry, Lydia Ortega, Julie Paisant, Itza Sanchez, Hyon Chu Yi-Baker, Michael Randle, Astrid Davis, Andrew Hsu, Stacy Glexiner, Meg Virick, Veronica Hand

Updates on the action items:

1. **Forums** (Itza Sanchez, Michael Randle, Stacy Glexiner): A forum has been set for Wednesday, October 8th from 4 to 6pm **now located in Morris Dailey Auditorium**. The meeting format needs to be decided as the forum is just 2 ½ weeks away; the subcommittee for the forum is meeting right after this meeting to discuss the format. Invitations will be worked on in the next few days and sent to the campus community.

   Next Steps: Letting the group know what format is decided. Continue marketing to the campus community.

2. **Campus Climate Survey** (Meg Virick, Lydia Ortega): A slideshow presentation was done. This mapped the master plan with the survey questions in some aspects. The survey that was focused on during the slideshow was for the students as this is a more complex survey. Once this survey is finalized, the others will fall into place. The survey should be changed leaving 80% of it the same as prior years. There are some questions that can be omitted as they were not reported out in 2006 or 2010.

   Next Steps: Meg will have all four surveys in an online version by the next meeting. The student survey will be discussed at the next meeting to begin the changing/omitting process. This would be best done as a group. Spring 2015 (Mid February) will be a good time to roll out the surveys to the entire campus community.

3. **Review Master Plan** (Lydia Ortega): This was discussed in conjunction with the surveys.

   Next Steps: Having Rona attend one of the meetings.

The California State University:
Chancellor's Office
Bakersfield, Channel Islands, Chico, Dominguez Hills, East Bay, Fresno, Fullerton, Humboldt, Long Beach, Los Angeles, Maritime Academy, Monterey Bay, Northridge, Pomona, Sacramento, San Bernardino, San Diego, San Francisco, San José, San Luis Obispo, San Marcos, Sonoma, Stanislaus

4. **Composition of the Commission** (Hyon Chu Yi-Baker, Michael Randle, Andrew Hsu & Renee Barnett): The President's Commission on Diversity charge & composition that was drafted at the last meeting was presented to the President. He was okay with this and the commission may move forward. It was stated in a prior meeting that the group may want to stay as is and start the terms now and then proceed in the future with changing the members as stated below. There will be nominations for students for now.

   Faculty (4 members)
   - Chair, University Council of Chairs and Directors (Ex-officio)
   - One faculty (self-nominated) appointed by the Co-chairs (Two year term)
   - Chair, Academic Senate or designee (Ex-officio)
   - One senate representative (One year term)

   Staff (3 members)
   - MOSAIC Cross Cultural Center Director (Ex-officio)
   - One staff (self-nominated) appointed by Co-chairs (Two-year term)
   - One staff (self-nominated) appointed by Co-chairs (Initial member serves one-year term; replacement serves two-year term)

   Administrators (7 members)
   - Educational Opportunity Program (EOP) Director (Ex-officio)
   - One member of Academic Affairs Leadership Team appointed by Co-chairs (Two-year term)
   - One member of Student Affairs Leadership Team appointed by Co-chairs (Initial member serve one-year term, replacement service two-year term)
   - One Manager appointed by Co-chairs (Two-year term)
   - Equal Opportunity and Employee Relations Director (Ex-officio)
   - One college dean (Two-year term)
   - Chief of Staff (Ex-officio)

   Students (4)
   - Associated Students Director of Intercultural Affairs (Ex-officio)
   - Two undergraduate students (self-nominated) appointed by Co-chairs (One-year term)
   - One graduate student (self-nominated) appointed by Co-chairs (One-year term)

   Next steps for group: Begin the nominations for the student positions.

5. **Best Practices** (Julie Paisant & Debra Griffith): They have reached out to both North Carolina and Portland to begin asking questions in regards to their Diversity offices. The following are the questions that they would like to ask:

    1. What is the driving force of this office?
    2. What are the biggest challenges of this office? What are the positive outcomes of this office?
    3. How did you determine your staff?
    4. How do measure your effectiveness?
    5. What is your strategic plan in 2, 3, 5 years?
    6. Do you do a campus climate survey? If so, will you share this?
    7. Do you conduct forums? What are the format of the forums?

    Next steps for group: They hope to have the final report with all of the information they collected from all the universities by the end of October. This will be the report that can be presented to the President.

    Next Meetings:

    Monday, October 6th from 10 to 11:30am located in ADM 167
    Monday, October 27th from 10 to 11:30am located in ADM 250
    Monday, November 17th from 10 to 11:30am located in ADM 167
    Monday, December 1st from 10 to 11:30am located in ADM 250
    Monday, December 15th from 10 to 11:30am located in ADM 250