

2013-2014 Year-End Committee Report Form

Committee:
Faculty Diversity Committee

Chair: Carlos E. Garcia
Van Ta

Chair-Elect for 2014-2015: Van Ta
(van.ta@sjsu.edu)

Number of Meeting held:

8

(Please include phone/zip/email if available)

Items of Business Completed 2013/2014

1. Devised an effective method of record keeping for committee documents.
 2. Met with key University stake holders to assess perceptions of campus climate as it pertains to diversity.
 3. Hosted "Spring Fling" in May 2014 which is a event for probationary faculty.
3. Discussion about how to better reach out to new faculty.

Unfinished Business Items from 2013/2014

1. Continue meeting with campus stake holders
2. Redefinition/clarification of the mission of FDC
- 3.

New Business Items for 2014/2015

1. Transition to new leadership in the committee. Committee will continue to create programing as needed.
2. Establish closer relationship with UFO
- 3.

Please return to the Office of the Academic Senate (ADM 176/0024) by July 18, 2014.

Faculty Diversity Committee Meeting
May 2, 2014

Rebecca Burciaga	Education
Carlos Garcia	Social Science
Elna Green	Faculty Affairs
Beth Pugliese	Human Resources
Alaka Rao	Business
Gabriel Rodriguez	AS
Teresa Slobuski	General Unit
Daniel Straus	Science
Scott Sublett	Humanities and Arts
Laura Sullivan-Green	Engineering
Van Ta	Applied Sciences and Arts

1. Spring Fling
 - a. Scheduled for **Monday, May 19th, 11:00am-1:30pm at MLK 225!**
 - i. **Set-up is at 10am!**
 - ii. Set-up (need at least 5 members)
 1. Set-up crew (need at least 5 members): Teresa, Scott, Laura, Alaka, Van, others?
 2. Who will bring the banner, and left over gifts to the spring fling?
 3. Sign-up sheets, name tags, pens – point person?
 4. Room set-up including tech and tables- Teresa
 5. Ice-cream- Dan
 - iii. Clean up crew (need at least 5 members): Carlos, Van, Scott, Gabriel (?), Others?
 - iv. Slide show of organizations- Laura
 - b. Assign/follow-up with roles and responsibilities
 - i. Bookstore Donations- Van
 1. Assembling the gifts/give-aways- need a subcommittee
 - ii. Email TT faculty to save the date- ALL FDC members
 - iii. Email College TT faculty to RSVP- ALL
 1. Point person for RSVPs- Carlos
 - iv. Food
 1. \$1000 donation from Faculty Affairs.
 2. Spartan catering- Van, Alaka, Laura
 - v. Entertainment – Teresa (need device?)
 - vi. Photography - Elna
 - vii. Contacting individual organizations to participate/present
 1. Chicano Latino Faculty Staff Association (Rebecca)
 2. Untenured Faculty Organization (Carlos)

3. African American Faculty and Staff Association (Scott)
 4. Asian Pacific Islander Caucus (Alaka)
 5. Lesbian, Gay, Bisexual, Transgendered Faculty and Staff Association (Scott)
 6. SJSU Faculty Staff Christian Fellowship (Teresa)
 7. Student groups (Gabriel)
-
2. AY 2014-15 Co-Chair needed
 3. Fall agenda items?
 4. Open
 5. Future meetings- First Fridays @ 11am of each month!
 - a. 9/5
 - b. 10/3
 - c. 11/7
 - d. 12/5

Faculty Diversity Committee Meeting
April 4, 2014

Rebecca Burciaga	Education
Carlos Garcia	Social Science
Elna Green	Faculty Affairs
Beth Pugliese	Human Resources
Alaka Rao	Business
Gabriel Rodriguez	AS
Teresa Slobuski	General Unit
Daniel Straus	Science
Scott Sublett	Humanities and Arts
Laura Sullivan-Green	Engineering
Van Ta	Applied Sciences and Arts

1. Spring Fling
 - a. Scheduled for **Monday, May 19th, 11:00am-1:30pm at MLK 225!** 😊
 - b. Assign/follow-up with roles and responsibilities
 - i. Bookstore Donations- Van
 1. Assembling the gifts/give-aways- Van, ?
 - ii. Room set-up including tech and tables- Teresa
 - iii. Flyer update- Elna
 - iv. Email TT faculty to save the date- Elna (done)
 - v. Email College TT faculty to RSVP by (deadline?)- ALL
 1. Need college TT faculty email list – Elna
 2. Point person for RSVPs- Carlos
 - vi. Food
 1. \$1000 donation from Faculty Affairs.
 2. Pomegranate- Van, Alaka, Laura
 - vii. Entertainment – Pandora?
 - viii. Photography - Elna
 - ix. Contacting individual organizations to participate/present
 1. Chicano Latino Faculty Staff Association (Rebecca)
 2. Untenured Faculty Organization (Carlos)
 3. African American Faculty and Staff Association (Scott)
 4. Asian Pacific Islander Caucus (Alaka)
 5. Lesbian, Gay, Bisexual, Transgendered Faculty and Staff Association (Scott)
 6. SJSU Faculty Staff Christian Fellowship (Teresa)
 7. Student groups (Gabriel)
 - x. Get our banner, and left over gifts from Meg Virick- Carlos
 - xi. Set-up crew (need at least 5 members)
 1. Teresa, Scott, Laura, Alaka, Van

- xii. Ice-cream- Dan
 - 1. Make sure Teresa is able to get the room open early
- xiii. Clean up crew (need at least 5 members)
 - 1. Carlos
 - 2. Van
 - 3. Scott
 - 4. Gabriel (?)

2. Special task force on racial discrimination

Date	FDC member
- Thursday, February 6 th in Engineering 285/87	
- Friday, February 21 st in Engineering 285/87	Van Ta Park Carlos Garcia
- Thursday, March 6 th Room TBD	
- Thursday, March 20 th in Engineering 285/87	Rebeca Burciaga, Alaka Rao
- Thursday, April 3 rd in Engineering 285/87	Teresa Slobuski, Alaka Rao

- 3. Open
- 4. Future meetings
 - a. May 9th, 11am

Faculty Diversity Committee Meeting
April 4, 2014

Rebecca Burciaga	Education
Carlos Garcia*	Social Science
Elna Green	Faculty Affairs
Beth Pugliese	Human Resources
Alaka Rao*	Business
Gabriel Rodriguez*	AS
Teresa Slobuski*	General Unit
Daniel Straus	Science
Scott Sublett*	Humanities and Arts
Laura Sullivan-Green*	Engineering
Van Ta*	Applied Sciences and Arts

1. Spring Fling
 - a. Scheduled for **Monday, May 19th, 11:00am-1:30pm at MLK 225!** 😊
 - b. Assign/follow-up with roles and responsibilities
 - i. Bookstore Donations- Van
 1. Assembling the gifts/give-aways- Van, ?
 - a. **Van will see if the donations can be passed over to us in time to put them together during the May meeting. If that is not possible will assemble a subgroup to do that.**
 - ii. Room set-up including tech and tables- Teresa
 1. **All set. We have the room for the full day. Teresa just need advance notice if we are going to need anything in particular**
 2. **Suggestion that we put together a slide show of all the faculty organizations on campus and have that run during the meeting.**
 - a. **Laura will put it together if we get her the info.**
 - iii. Flyer update- Elna
 1. **PENDING**
 - iv. Email TT faculty to save the date- Elna (done)
 - v. Email College TT faculty to RSVP by (deadline?)- ALL - **PENDING**
 1. Need college TT faculty email list – Elna - **PENDING**
 2. Point person for RSVPs- Carlos
 - vi. Food
 1. \$1000 donation from Faculty Affairs.
 2. Pomegranate- Van, Alaka, Laura
 3. **Pomegranate has been contacted but we have not heard back from the yet.**

- vii. Entertainment – Pandora?
 - 1. **Teresa has taken care of the tech component to this. Still need a device to play through though.**
- viii. Photography - Elna
- ix. Contacting individual organizations to participate/present - **PENDING**
 - 1. Chicano Latino Faculty Staff Association (Rebecca)
 - 2. Untenured Faculty Organization (Carlos)
 - 3. African American Faculty and Staff Association (Scott)
 - 4. Asian Pacific Islander Caucus (Alaka)
 - 5. Lesbian, Gay, Bisexual, Transgendered Faculty and Staff Association (Scott)
 - 6. SJSU Faculty Staff Christian Fellowship (Teresa)
 - 7. Student groups (Gabriel)
 - 8. **We should ask organizations to prepare a few minutes to discuss information about the organization, who they serve, how to get involved, available resources, contact information.**
- x. Get our banner, and left over gifts from Meg Virick- Carlos
 - 1. **Taken care of. Carlos has all the materials**
- xi. Set-up crew (need at least 5 members)
 - 1. Teresa, Scott, Laura, Alaka, Van
- xii. Ice-cream- Dan
 - 1. Make sure Teresa is able to get the room open early
- xiii. Clean up crew (need at least 5 members)
 - 1. Carlos – is no longer available for this Teresa can probably help out. Rebecca can you fill in here too?
 - 2. Van
 - 3. Scott
 - 4. Gabriel

2. Special task force on racial discrimination

Date	FDC member
- Thursday, February 6 th in Engineering 285/87	
- Friday, February 21 st in Engineering 285/87	Van Ta Park Carlos Garcia
- Thursday, March 6 th Room TBD	
- Thursday, March 20 th in Engineering 285/87	Rebeca Burciaga, Alaka Rao

Gabe and Teresa attended this event. Rona Halualani spoke about report she had submitted in 2009. Discussed master plan and fact that faculty diversity was a key point that has yet to be addressed. Discussed development of a diversity office that is tied directly to the office of the president.

3. Open
4. Future meetings
 - a. ~~May 9th, 11am~~
 - b. **Next meeting is on May 2 at 11am**

Faculty Diversity Committee Meeting
March 7, 2014

Rebecca Burciaga	Education
Carlos Garcia	Social Science
Elna Green	Faculty Affairs
Beth Pugliese	Human Resources
Alaka Rao	Business
Gabriel Rodriguez	AS
Teresa Slobuski	General Unit
Daniel Straus	Science
Scott Sublett	Humanities and Arts
Laura Sullivan-Green	Engineering
Van Ta	Applied Sciences and Arts

1. Spring Fling
 - a. Scheduled for **Monday, May 19th at MLK 225!** 😊
 - b. Discuss time of event
 - c. Assign/follow-up with roles and responsibilities
 - i. Bookstore Donations- Van
 1. Assembling the gifts/give-aways- Van, ?
 - ii. Securing other donations for faculty give aways?
 - iii. Room set-up including tech and tables- Teresa
 - iv. Flyer- ?
 - v. Email TT faculty to save the date- Elna?
 - vi. Email College TT faculty to RSVP by (deadline?)- ALL
 1. Need college TT faculty email list – Elna?
 2. Point person for RSVPs- Carlos/Van?
 - vii. Food – donation from Provost? Update from Elna?
 - viii. Entertainment - ?
 - ix. Photography - ?
 - x. Contacting individual organizations to participate/present
 1. Chicano Latino Faculty Staff Association
 2. Untenured Faculty Association
 3. African American Faculty and Staff Association
 4. Asian Pacific Islander Caucus
 5. Lesbian, Gay, Bisexual, Transgendered Faculty and Staff Association
 6. SJSU Faculty Staff Christian Fellowship
 7. Student groups
 - xi. Get our banner, and left over gifts from Meg Virick- Carlos?
 - xii. Set-up crew (need at least 5 members)- Van, Carlos, ?
 - xiii. Ice-cream? Dan?

xiv. Clean up crew (need at least 5 members)- - Van, Carlos, ?

2. Special task force on racial discrimination

Date	FDC member
- Thursday, February 6 th in Engineering 285/87	
- Friday, February 21 st in Engineering 285/87	Van Ta Park Carlos Garcia
- Thursday, March 6 th Room TBD	Need a volunteer
- Thursday, March 20 th in Engineering 285/87	Rebeca Burciaga, Alaka Rao
- Thursday, April 3 rd in Engineering 285/87	Teresa Slobuski, Alaka Rao

3. Scheduling meetings with other faculty/staff groups¹

- a. Asian Pacific Islander Caucus
- b. Lesbian, Gay, Bisexual, Transgendered Faculty and Staff Association
- c. SJSU Faculty Staff Christian Fellowship
- d. Student groups

4. Open

5. Future meetings

- a. April 4th, 11am
- b. May 9th, 11am

¹ Associations we have already met with in fall 2013: Chicano Latino Faculty Staff Association; Untenured Faculty Association; African American Faculty and Staff Association.

Faculty Diversity Committee Meeting Minutes
March 7, 2014

Rebecca Burciaga	Education
Carlos Garcia*	Social Science
Elna Green*	Faculty Affairs
Beth Pugliese	Human Resources
Alaka Rao*	Business
Gabriel Rodriguez	AS
Teresa Slobuski	General Unit
Daniel Straus*	Science
Scott Sublett*	Humanities and Arts
Laura Sullivan-Green*	Engineering
Van Ta*	Applied Sciences and Arts

1. Spring Fling
 - a. Scheduled for **Monday, May 19th at MLK 225!** 😊
 - b. Discuss time of event
 - i. 11-1:30 (10 set up & 1:30-2:30 break down)
 - c. Assign/follow-up with roles and responsibilities
 - i. Donations
 - ii. Bookstore Donations- Van
 1. Assembling the gifts/giveaways- Van
 2. Donations are set with Van's collections from the bookstore, Elna's contributions, and past giveaways from Meg
 - iii. Room set-up including tech and tables-
 1. Teresa, Scott, Laura, Alaka
 - iv. Flyer
 1. Elna – will have student assistant work on this
 - v. Email TT faculty to save the date- Elna will send this next week
 1. Elna will get email addresses as soon as possible
 2. Members will follow up
 - vi. Email College TT faculty to RSVP by (deadline?)- ALL
 1. Carlos will work on RSVP
 2. Need college TT faculty email list – Elna will provide this
 3. Carlos will be point person
 - vii. Food – donation from Provost? Update from Elna?
 1. Van, Laura, Alaka
 - a. Alaka will be in touch with Meg about last year's food
 2. Use Pomegranate's?

3. Elna – is going to make a donation from faculty affairs - \$1000!
- viii. Entertainment
 1. Music over PA
 - ix. Photography
 1. Elna – will ask student assistant
 - x. Contacting individual organizations to participate/present
 1. Chicano Latino Faculty Staff Association (Rebecca)
 2. Untenured Faculty Organization (Carlos)
 3. African American Faculty and Staff Association (Scott)
 4. Asian Pacific Islander Caucus (Alaka)
 5. Lesbian, Gay, Bisexual, Transgendered Faculty and Staff Association (Scott)
 6. SJSU Faculty Staff Christian Fellowship (Teresa)
 7. Student groups (Gabriel)
 - xi. Get our banner, and left over gifts from Meg Virick- Carlos
 1. Carlos – emailed Meg about gifts
 2. Carlos – have banners
 - xii. Set-up crew (need at least 5 members)
 1. Teresa, Scott, Laura, Alaka, Van
 - xiii. Ice-cream? Dan?
 1. Yes! Dan!
 2. Make sure Teresa is able to get the room open early
 - xiv. Clean up crew (need at least 5 members)
 1. Carlos
 2. Van
 3. Scott
 4. Gabriel (?)
- d. New Event Name and Information for Flyer/RSVP
 - i. Name: Spring Fling
 - ii. Title: Spring Fling Celebrates Diversity
 - iii. Sponsored: Office of Faculty Affairs
 - iv. Hosted by: Faculty Diversity Committee
 - v. RSVP: Van or Carlos

2. Special task force on racial discrimination

Date	FDC member
- Thursday, February 6 th in Engineering 285/87	
- Friday, February 21 st in Engineering 285/87	<p><i>Van Ta Park</i></p> <p><i>Carlos Garcia</i></p> <p><i>Dealt with campus climate survey (student) and questions about the survey.</i></p> <p><i>It was then opened up for comments from the community.</i></p> <p><i>Issues for future meetings discussed including having residence life and student affairs participate in future meetings.</i></p>
- Thursday, March 6 th Room TBD	Need a volunteer
- Thursday, March 20 th in Engineering 285/87	Rebeca Burciaga, Alaka Rao
- Thursday, April 3 rd in Engineering 285/87	Teresa Slobuski, Alaka Rao

3. Scheduling meetings with other faculty/staff groups¹
 - a. This will be tabled until Fall 2014
4. Future meetings
 - a. April 4th, 11am
 - b. May 9th, 11am

¹ Associations we have already met with in fall 2013: Chicano Latino Faculty Staff Association; Untenured Faculty Association; African American Faculty and Staff Association.

Faculty Diversity Committee Meeting
Feb. 7, 2014

Rebeca Burciaga	Education
Carlos Garcia	Social Science
Elna Green	Faculty Affairs
Beth Pugliese	Human Resources
Alaka Rao	Business
Gabriel Rodriguez	AS
Teresa Slobuski	General Unit
Daniel Straus	Science
Scott Sublett	Humanities and Arts
Laura Sullivan-Green	Engineering
Van Ta	Applied Sciences and Arts

1. Welcome back Van!
2. Review activities from Fall
 - a. Associations met with
 - i. Chicano Latino Faculty Staff Association
 - ii. Untenured Faculty Association
 - iii. African American Faculty and Staff Association
 - b. Campus climate
3. Scheduling meetings with other faculty/staff groups
 - a. Asian Pacific Islander Caucus
 - b. Lesbian, Gay, Bisexual, Transgendered Faculty and Staff Association
 - c. SJSU Faculty Staff Christian Fellowship
 - d. Student groups
4. Spring Fling

Faculty Diversity Committee Meeting
Feb. 7, 2014

Rebeca Burciaga*	Education
Carlos Garcia*	Social Science
Elna Green*	Faculty Affairs
Beth Pugliese	Human Resources
Alaka Rao*	Business
Gabriel Rodriguez*	AS
Teresa Slobuski*	General Unit
Daniel Straus*	Science
Scott Sublett*	Humanities and Arts
Laura Sullivan-Green*	Engineering
Van Ta*	Applied Sciences and Arts

1. Welcome back Van!
 - a. We reintroduced ourselves
 - b. Van reintroduced herself
2. Review activities from Fall
 - a. Associations met with
 - i. Chicano Latino Faculty Staff Association
 - ii. Untenured Faculty Organization
 - iii. African American Faculty and Staff Association
 - b. Campus climate
 - i. LSG – how do faculty deal with those situations? What are the roles/responsibilities of faculty in those situations?
 - ii. GR – Special task force on racial discrimination
 1. Key idea from meeting
 - a. What has the university done to expose students to diversity
 - b. How does the university structure opportunities for interactions
 - c. Next task force meeting will include an open forum
 2. RB – how are faculty trained to improve our abilities to discuss topics
 3. VT – training faculty on diversity/professional development; campus events aimed at diversity/inequality
 - a. Can we contact all faculty to publicize events?
 - b. Elna says YES! Need two-day lead-time to post.
 4. LSG – College orientations should include steps on how to deal with discrimination/racism among students.
 5. RB – Actionable items that address campus climate issue.

- a. Should we pick an issue right now?
 - b. The diversity of students?
 - c. VT – Scheduling faculty
- 6. VT – Website
 - a. Who will maintain?
 - b. Petition Senate to host a website and connect it to theirs
 - c. Carlos will follow up – with Senate
 - d. TS – lets start simple but at least have a presence.
 - e. VT – can we get help from the Provost office?
 - i. Elna – for small amounts probably yes but we need to be specific about the level of support we need
- 3. Scheduling meetings with other faculty/staff groups
 - a. Asian Pacific Islander Caucus
 - b. Lesbian, Gay, Bisexual, Transgendered Faculty and Staff Association
 - c. SJSU Faculty Staff Christian Fellowship
 - d. Student groups
- 4. Spring Fling
 - a. Financial support for Spring Fling – Fair
 - b. Programing
 - i. Could have people from the groups that have presented come in and talk
 - ii. Simple this year but with a view toward the future and future events
 - c. Date
 - d. Place
- 5. Actionable items
 - a. Carlos follow up on Senate hosting a website
 - b. Carlos will mail out dates of Special task force on racial discrimination we will then volunteer to attend the meeting
 - c. Teresa available dates for Spring Fling
 - d. Elna will investigate Spring Fling Budget
 - e. Van and Carlos will contact the faculty staff associations to participate - Sign up to contact the different task forces
 - f. Van will contact bookstore regarding gifts for Spring Fling
 - g. HR Replacement
- 6. Next meeting March 7 11 PM

Faculty Diversity Committee Meeting
December 6, 2013

Rebecca Burciaga	Education
Carlos Garcia	Social Science
Elna Green	Faculty Affairs
Lili Luo	Applied Sciences and Arts
Beth Pugliese	Human Resources
Alaka Rao	Business
Gabriel Rodriguez	AS
Teresa Slobuski	General Unit
Daniel Straus	Science
Scott Sublett	Humanities and Arts
Laura Sullivan-Green	Engineering
Van Ta	ON LEAVE

1. Meeting with Dr. Oscar Battle from African-American Faculty Staff Association 11-11:30 (Scott S.)
2. FDC and recent campus events (Rebecca B.)
3. February meeting
4. Other business?
5. Action items for next meeting

Faculty Diversity Committee Meeting
December 6, 2013

Rebecca Burciaga*	Education
Carlos Garcia*	Social Science
Elna Green*	Faculty Affairs
Lili Luo*	Applied Sciences and Arts
Beth Pugliese	Human Resources
Alaka Rao	Business
Gabriel Rodriguez*	AS
Teresa Slobuski*	General Unit
Daniel Straus*	Science
Scott Sublett*	Humanities and Arts
Laura Sullivan-Green	Engineering
Van Ta	ON LEAVE

* In attendance

1. Meeting with Dr. Oscar Battle from African-American Faculty Staff Association 11-11:30 (Scott S.)
 - a. Steps toward a more diverse campus
 - i. Maintain, and be aware of, a record of the diversity of the campus. What is diversity now? What was diversity in the past? What has been to address diversity in the past?
 - ii. Symbols of diversity should be on display throughout the campus. Highlight contribution of diverse groups to higher education.
 - iii. Role of the president in diversity. Close gaps in diversity. Talk about racism and diversity.
 - b. Scott asked: How can we (FDC) increase faculty diversity
 - i. Widespread advertising for positions.
 - ii. Find people to hire through social networks
 - iii. Presidential committee that addresses/supports diversity
 - iv. Have a relationship with the community
2. FDC and recent campus events (Rebecca B.)
 - a. Discussion on campus hate crimes
 - b. What happened to the campus climate committee
 - c. Develop a statement reclaiming the university
3. Meeting convened early

Faculty Diversity Committee Meeting
November 1, 2013

Rebecca Burciaga	Education
Carlos Garcia	Social Science
Elna Green	Faculty Affairs
Lili Luo	Applied Sciences and Arts
Beth Pugliese	Human Resources
Alaka Rao	Business
Gabriel Rodriguez	AS
Teresa Slobuski	General Unit
Daniel Straus	Science
Scott Sublett	Humanities and Arts
Laura Sullivan-Green	Engineering
Van Ta	ON LEAVE

1. Meeting with Ralph McLaughlin from Untenured Faculty Organization
2. Review past meeting with CLFSA
3. Report on action items
 - a. Affirmative action report (Carlos)
4. Future meetings with faculty organization
5. Other business
6. Action items for next meeting

Faculty Diversity Committee Meeting
November 1, 2013

Rebecca Burciaga*	Education
Carlos Garcia*	Social Science
Elna Green*	Faculty Affairs
Lili Luo	Applied Sciences and Arts
Beth Pugliese	Human Resources
Alaka Rao*	Business
Gabriel Rodriguez*	AS
Teresa Slobuski*	General Unit
Daniel Straus	Science
Scott Sublett	Humanities and Arts
Laura Sullivan-Green*	Engineering
Van Ta	ON LEAVE

1. Meeting with Ralph McLaughlin from Untenured Faculty Organization
 - a. Key points
 - i. Relatively new organization
 - ii. Modeled after CSU Fresno
 - iii. Goal to open communication between new faculty and other University organizations
 - iv. Diversity issues
 1. Not really something that has been addressed in much depth
 2. One issue that has emerged focuses on teaching to a diverse population
 3. Elna observed, perhaps training events centered on teaching might be considered
 - v. UFO is willing/interested in event partnership with FDC
 - vi. UFO has had some success with off campus activities/events
2. Review past meeting with CLFSA
 - a. Key points from meeting
 - i. Concern with lack of faculty available to mentor students
 - ii. Also presented data from Affirmative Action report from early 2000s
3. Affirmative action report (Carlos)
 - a. According to Julie Paisant we do not need to sign disclosure documents to view/work with data
 - b. Elna is going to double check if this is correct
4. Future meetings with faculty organizations
 - a. Gabriel is going to investigate if there are any student groups that might be good to bring into do meet with the group.
 - b. Gabriel is going to investigate if there is anyone from counseling is interested

- c. Teresa is going to going to look into scheduling SJSU Faculty Staff Christian Fellowship
 - d. Scott is currently and actively trying to schedule Black Faculty Staff Association
 - e. We need others to volunteer to make contact with Asian Pacific Islander Caucus and Lesbian, Gay, Bisexual, Transgendered Faculty and Staff Association
5. Spring Fling
- a. Rebecca suggests we revisit how Spring Fling is done
 - b. Perhaps organize activities/games so it is more than just a meal
 - c. Also rethink the time of year it is held
 - d. Teresa may be able to come up with some games for the event
6. Action items for next meeting
- a. Think about how spring fling might work in the future
 - b. Scott is reaching out to BFSA
7. Next meeting December 6 at 11 in DMH

Faculty Diversity Committee Meeting
October 4, 2013

Rebecca Burciaga	Education
Carlos Garcia	Social Science
Elna Green	Faculty Affairs
Lili Luo	Applied Sciences and Arts
Beth Pugliese	Human Resources
Alaka Rao	Business
Gabriel Rodriguez	AS
Teresa Slobuski	General Unit
Daniel Straus	Science
Scott Sublett	Humanities and Arts
Laura Sullivan-Green	Engineering
Van Ta	ON LEAVE

1. Review minutes?
2. Review discussion with past FDC chair (Carlos)
3. Report on action items
 - a. Sharing information within the group (Carlos)
 - b. Affirmative action report (Carlos)
 - c. Outreach (All)
4. Spring Fling
5. UFO partnership
6. Action items for next meeting
7. Meeting with MAS (11:30)

Faculty Diversity Committee Meeting
October 4, 2013

Rebecca Burciaga	Education
Carlos Garcia*	Social Science
Elna Green*	Faculty Affairs
Lili Luo*	Applied Sciences and Arts
Beth Pugliese	Human Resources
Alaka Rao*	Business
Gabriel Rodriguez*	AS
Teresa Slobuski	General Unit
Daniel Straus*	Science
Scott Sublett*	Humanities and Arts
Laura Sullivan-Green*	Engineering
Van Ta	ON LEAVE

1. Review minutes
2. Review discussion with past FDC chair
3. Report on action items
 - a. Sharing information within the group
 - i. Agendas and meeting minutes will be posted in dropbox but will also be mailed to committee members
 - b. Affirmative action report
 - i. Received copies of data tables from Julie Paissant
 - ii. Discussed Dan and Carlos beginning to look at the data to see what can be done with the information
 - iii. Elna pointed out that we probably will all need to sign confidentiality agreements
 - iv. Question arose as to the original purpose of collecting the data. We can ask committee member Beth Pugliese if she might have some information to share about the purpose.
 - v. Action item
 1. Carlos will contact Julie Paissant again to see about confidentiality agreements and to determine exactly what information from the report can be shared
 - c. Outreach
 - i. Scott brought in a list of faculty organizations (African American Faculty and Staff Association – Dr. Oscar Battle jr. aafsa-group@sjsu.edu, Asian Pacific Islander Caucus Dr. Kell Fujimoto Fujimoto@sjsu.edu, Chicano Latino Faculty Staff Association Kathy Blackmer Reyes Kathryn.blackmerreyes@sjsu.edu, Lesbian, Gay, Bisexual, Transgendered Faculty and Staff Association James Lee james.lee@sjsu.edu)
 - ii. Action item

1. Scott will contact African American Faculty and Staff Association to gauge interest and availability in attending our next meeting
2. Find the contact information for SJSU Faculty Staff Christian Fellowship. See below
 - a. The SJSU Faculty Staff Christian Fellowship is organized for the purpose of honoring and glorifying God. We do this by praying for the well-being of the University community, by setting forth a positive example of the Biblical Christian worldview, by attending to the needs of the campus community, and by sharing the love of God through Jesus Christ.
 - iii. Since the list has already been compiled perhaps it would be a good practice if we rotate who contacts the different organizations? Let's discuss this at our next meeting
4. Spring Fling/UFO partnership
 - a. Discussed partnering FDC Spring Fling with UFO
 - b. Suggestion to have the Spring Fling around spring break
 - c. Elna provided the contact information for UFO (Ralph McLaughlin URB)
 - d. Action item
 - i. Carlos will contact Ralph McLaughlin (ralph.mclaughlin@sjsu.edu) to assess possibility of partnership in event
5. Meeting with CLFSA
 - a. Kathy Blackmer Reyes, Julia Curry, and Alma Arredondo attended meeting
 - i. Introduced FDC to history, mission, and activities of CLFSA
 - ii. CLFSA expressed desire to have access to reports on demographic breakdown of SJSU faculty
 1. CLFSA will make available to us their copy of 2002 Affirmative Action Report
 - iii. Expressed concern about the long-term impact of loss of minority faculty on student mentoring and ultimately minorities entering into academia
 - b. Action item
 - i. Streamline process of having guests. Will follow this model; brief intros, approximately 20 minutes to hear about the organization history and concerns, short question and answer period.
 - ii. Carlos will make report mentioned above to the group via email and dropbox
6. Next meeting: November 1 in DMH 235b
7. If any members of FDC wish to put anything on the agenda please feel either add them on yourself or contact Carlos to add them

Faculty Diversity Committee Meeting
September 6, 2013

Rebecca Burciaga	Education
Carlos Garcia	Social Science
Elna Green	Faculty Affairs
Lili Luo	Applied Sciences and Arts
Beth Pugliese	Human Resources
Alaka Rao	Business
Gabriel Rodriguez	AS
Teresa Slobuski	General Unit
Daniel Straus	Science
Scott Sublett	Humanities and Arts
Laura Sullivan-Green	Engineering
Van Ta	ON LEAVE

1. Introductions
2. Review of past years activities
 - a. Spring Fling
 - b. Faculty survey
3. Discussion of activities for 2013/2014
 - a. Faculty survey
 - b. Affirmative Action Report
 - c. Spring Fling
 - d. UFO partnership
 - e. Other activities?

Faculty Diversity Committee Meeting
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* In attendance

1. Introduction – Committee members were welcomed and introduced
2. Review of past years activities
 - a. Spring Fling
 - b. Faculty survey
 - i. Areas of improvement for future surveys
 1. Rethink timing of survey – suggest around spring break
 2. Better promotion of the survey – connect survey to outcomes
3. Discussion of activities for 2013/2014
 - a. Faculty survey
 - i. Suggest tabling of faculty of survey
 - ii. I (Carlos) spoke with former FDC chair, Meg following the meeting and she suggested we pass off the survey to a committee that is more in line with goals of the survey.
 - iii. Meg also provided some context for why FDC conducted the survey. She explained that its roots were in a Grant from the Sloan foundation FDC did if for recognition and to get resources for committee.
 - iv. I (Carlos) agreed to help her finish off with this version of the survey but that this is the last time we will be involved with it
 - b. Affirmative Action Report
 - i. Discussed desire to pursue producing a report using the data.
 - ii. Question emerged: What would be the purpose of pursuing this activity? Are their other activities that might be more fruitful.
 - iii. Challenges include: accessing AA data, accessing application data, disseminating information
 - c. Spring Fling

- i. Not discussed
 - d. UFO partnership
 - i. Not discussed
 - e. Other activities:
 - i. Faculty Speaker series – proposed by Rebecca
 - 1. Speaker series on diversity
 - 2. Goal to increase sense of community among faculty
 - 3. Tasks needed
 - a. Compile a list of speakers
 - b. Contact potential speakers
 - c. Identify potential funding sources
 - 4. This idea was tabled temporarily while FDC works on outreach (see below) which will inform how we proceed with speaker series
 - ii. Outreach
 - 1. In the interest of building community and establishing partnerships with other groups on campus we would like to communicate with faculty groups (groups such as CLFSA)
4. Action Items
 - a. Affirmative Action report
 - i. Carlos will continue to explore our access to Affirmative Action data.
 - ii. Carlos will work with Dan on this topic
 - iii. Meg recommended that we stay on top of this issue and maintain close communication with HR. We have had access to this information in the past so it is to be expected that we would have that access again
 - b. Outreach
 - i. All will work on compiling a list of groups to reach out to.
 - ii. All will check in with committee regarding any contacts that have been made with the goal of meeting with 2 groups.
 - c. Create an effective method of sharing committee information
 - i. Dropbox or Google Doc
 - ii. Make available FDC members contact information