2015-2016 Year-End Committee Report Form

Committee: Faculty Diversity Committee

Chair: Van Ta Park	**Chair-Elect for 2016-2017**: Co-Chairs: Valerie Mendoza, 8-2355 & Pei-Tzu Tsai, 4-3688 (Please include phone/zip/email if available)
Number of Meeting held: 7	

Items of Business Completed 2015/2016

1. Organized and hosted the 8th Annual Fall Fling for the probationary faculty. Also invited and included various campus faculty organizations and senior faculty (mentors) focused on diversity.
2. Conducted a brief survey to probationary faculty (as part of their RSVP for the fall fling) about their needs and interests. Analyzed the survey results.
3. Based on the survey findings (see #2), began to organize the first FDC panel for the spring semester.
4. Announced/supported other campus diversity events.
5. Voted for new Co-Chairs for 2016-17.

Unfinished Business Items from 2015/2016

1. Continue to organize the first FDC panel for the spring semester (originally scheduled to launch in spring 2016).
2. Continue discussion about the interest and feasibility of organizing a faculty diversity mentoring system.

New Business Items for 2016/2017

1. Organize the 9th Annual Fall Fling for the probationary faculty for October 27, 10-2, MLK 225.
2. Organize Spring Panel for 2017.
3. Reviewing the Campus Climate findings
4. Provost office is identifying a group to address faculty retention- FDC was identified as a

possible group

5. Create a survey from the FDC

Please return to the Office of the Academic Senate (ADM 176/0024) by May 31, 2016.

Academic Senate, Faculty Diversity Committee
Agenda
September 4, 2015
11:00am – 12:30pm, Room: SPX 210

Name	Phone	Office/College	Term	Minutes
Beth Pugliese	41116	AVP Human Resources or designee	EXO	--
Carlos Garcia	45804	Designee from AVP Faculty Affairs	EXO	--
Van Ta (Park), Chair	42988	Applied Sciences and the Arts	2016	--
Alaka Rao	43417	Business	2016	9/4/15
Pei-Tzu Tsai	43688	Education	2017	12/4/15
Vacant		Engineering		
Teresa Slobuski	82355	General Unit	2016	10/2/15
Valerie Mendoza	44693	Humanities & the Arts	2018	11/6/15
Vacant		Science		
Magdalena Barrera	45583	Social Science	2016	2/5/15
Grecia Cuellar	46413	AS Director of Faculty Affairs	2016	3/4/15
Vacant	46244	AS Director of Campus Climate Affairs	2016	

I. Introductions

II. Agendas & minutes

a. We will rotate responsibility for meeting minutes. Minutes have been assigned until our March meeting.

b. The FDC uses the google drive to save the agendas and minutes.

III. What is the Faculty Diversity Committee?

a. Faculty Diversity Committee (reports to the Professional Standards Committee[1]), http://www.sjsu.edu/senate/docs/comdescriptions.pdf – "*The Faculty Diversity Committee promotes diversity through appropriate recruitment and retention strategies. It also conducts periodic forums and other activities directed at increased recruitment and retention of diverse faculty. It reviews effectiveness of such activities and may recommend appropriate strategies and policies.*"

[1] Professional Standards Committee -- Responsible for all areas pertaining to faculty affairs and professional standards.

b. Perspectives from returning FDC members

IV. Policy for being absent from meetings- *If you are aware that you will be absent from a meeting ahead of time, please notify the Chair. Please either participate via phone or send another College representative.*

V. Discussion of new FDC Chair for 2016-17.

VI. Spring Fling
   a. Scheduled on, **Thursday, October 22nd at MLK 225, 12-1:30pm! Set-up at 11am.**
   b. Assign/follow-up with roles and responsibilities
      i. Bookstore Donations- Van
         1. Assembling the gifts/give-aways- volunteers?
      ii. Securing other donations for faculty give aways- volunteers?
      iii. Room set-up including tech and tables- Teresa
      iv. Flyer- volunteer?
      v. Email TT faculty to save the date- Carlos
      vi. Email College TT faculty to RSVP by (deadline?)- ALL
         1. Need college TT faculty email list – Carlos
         2. Point person for RSVPs- Van
      vii. Food
         1. Donation from Provost– Carlos
         2. Get catering- volunteers?
      viii. Entertainment - volunteers?
      ix. Photography – Magdalena? Also, what can we do with our photos from last year's event?
      x. Need to assign FDC member to contact 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. Bring our banner, and raffle tickets- Van
      xii. Ice-cream- Gilles (last year's member)
      xiii. Set-up crew (need at least 5 members)- Van, volunteers?
      xiv. Clean up crew (need at least 5 members)- Van, volunteers?

VII. Future meetings- First Fridays @ 11am-12:30pm, SPX 210

VIII. Open

Academic Senate, Faculty Diversity Committee
Agenda
October 2, 2015
11:00am – 12:30pm, Room: SPX 210

Name	Phone	Office/College	Term	Minutes
Beth Pugliese	41116	AVP Human Resources or designee	EXO	--
Carlos Garcia	45804	Designee from AVP Faculty Affairs	EXO	--
Van Ta (Park), Chair	42988	Applied Sciences and the Arts	2016	--
Alaka Rao	43417	Business	2016	9/4/15
Pei-Tzu Tsai	43688	Education	2017	12/4/15
Vacant		Engineering		
Teresa Slobuski	82355	General Unit	2016	10/2/15
Valerie Mendoza	44693	Humanities & the Arts	2018	11/6/15
Vacant		Science		
Magdalena Barrera	45583	Social Science	2016	2/5/16
Vacant	46413	AS Director of Faculty Affairs	2016	
Hector Perea	46244	AS Director of Intercultural Affairs	2016	3/4/16

I. Jolynn Asato- filling in for Pei-Tzu Tsai until she returns in Nov.

II. Policy for being absent from meetings.

III. Fall Fling
   a. Scheduled on, **Thursday, October 22nd at MLK 225, 12-1:30pm! Set-up at 11am.**
   b. RSVP deadline is October 15th. Status of RSVPs from TT and senior colleagues (who do diversity work)
      i. Alaka - Science and Engineering
   c. Roles and responsibilities
      i. Room set-up including tech and tables- Teresa
      ii. Bookstore Donations received- Van
      iii. Gym membership give-aways received - Valerie
      iv. Flyer and google form are done- Magdalena
      v. Interim President Susan Martin and Provost Feinstein (will also bring Michael Kaufman) are coming around 12:30pm.
      vi. Carlos will email TT faculty to save the date.
      vii. Food
         1. Donation from Provost is $1500

2. Van placed food order with Café Pom. We are waiting for a response from Melissa Heaton (Faculty Affairs) to provide the approval.

viii. Entertainment (dance group)– Teresa
ix. Valerie will get her student to take photographs at the event.
x. Organizations:
    1. Chicano Latino Faculty Staff Association- Magdalena
    2. Untenured Faculty Association- Teresa
    3. African American Faculty and Staff Association- Carlos
    4. Asian Pacific Islander Caucus-Carlos
    5. Lesbian, Gay, Bisexual, Transgendered Faculty and Staff Association- Carlos
    6. SJSU Faculty Staff Christian Fellowship- Carlos
    7. Student groups - Carlos
xi. Bring our banner, and raffle tickets- Van
xii. Ice-cream- Gilles confirmed
xiii. Set-up crew - Van, Magdalena, Carlos, Valerie, Alaka
xiv. Clean up crew - Van, Teresa

d.

Academic Senate, Faculty Diversity Committee
Agenda
October 2, 2015
11:00am – 12:30pm, Room: SPX 210

Name	Phone	Office/College	Term	Minutes
Carlos Garcia	45804	Designee from AVP Faculty Affairs	EXO	--
Van Ta (Park), Chair	42988	Applied Sciences and the Arts	2016	--
Alaka Rao	43417	Business	2016	9/4/15
Teresa Slobuski	82355	General Unit	2016	10/2/15
Valerie Mendoza	44693	Humanities & the Arts	2018	11/6/15
Hector Perea	46244	AS Director of Intercultural Affairs	2016	3/4/16

Jolynn Asato from College of Education also in attendance, filling in for Pei-Tzu Tsai during her maternity leave.

I. Minutes approved with change that Carlos did not agree to contact student groups.

II. Jolynn Asato- filling in for Pei-Tzu Tsai until she returns in Nov.

III. Policy for being absent from meetings.
   a. If you miss more than 3 meetings during a term you can be removed from the committee.

IV. Fall Fling
   a. Scheduled on, **Thursday, October 22nd at MLK 225, 12-1:30pm! Set-up at 11am.**
   b. RSVP deadline is October 15th. Status of RSVPs from TT and senior colleagues (who do diversity work)
      i. Everyone is responsible to RSVP for yourself as well as for the senior faculty/organization members that you have invited and confirmed. http://bit.ly/FallFling2015
      ii. Alaka contacted Science and Engineering since we do not have reps and located a few faculty members and will follow up. Everyone else should follow up with their college's faculty (both junior and senior)
   c. Roles and responsibilities
      i. Room set-up including tech and tables- Teresa
      ii. Donations

1. Van will bring raffle tickets
2. Bookstore Donations received- Van
3. Gym membership give-aways received - Valerie
4. Follow up with Associated Students for other donations - Hector

iii. Flyer and google form are done- Magdalena
iv. Interim President Susan Martin and Provost Feinstein (will also bring Michael Kaufman) are coming around 12:30pm.
v. Carlos will email TT faculty inviting them RSVP.
vi. Food
    1. Donation from Provost is $1500
    2. Van placed food order with Café Pom. We are waiting for a response from Melissa Heaton (Faculty Affairs) to provide the approval. Carlos will follow-up with Melissa.
    3. If we have left-over funds, Van will buy Halloween candy.
vii. Entertainment (dance group)– Teresa will follow up with Latin Jazz for a smaller musical group.
viii. Valerie will get her student to take photographs at the event.
ix. Organizations:
    1. Chicano Latino Faculty Staff Association- Magdalena
    2. Untenured Faculty Organization- Teresa
    3. African American Faculty and Staff Association- Carlos
    4. Asian Pacific Islander Caucus-Alaka
    5. Lesbian, Gay, Bisexual, Transgendered Faculty and Staff Association- Carlos
    6. SJSU Faculty Staff Christian Fellowship- Carlos
    7. Student groups - Hector will approach groups.
x. Bring our banner, sign-in sheets, name tags, and raffle tickets- Van
xi. Ice-cream- Gilles confirmed
xii. Set-up crew - Van, Magdalena, Carlos, Valerie, Alaka
xiii. Clean up crew - Van, Teresa, Jolynn, Hector

Academic Senate, Faculty Diversity Committee
Agenda
November 6, 2015
11:00am – 12:30pm, Room: SPX 210

Name	Phone	Office/College	Term	Minutes
Beth Pugliese	41116	AVP Human Resources or designee	EXO	--
Carlos Garcia	45804	Designee from AVP Faculty Affairs	EXO	--
Van Ta (Park), Chair	42988	Applied Sciences and the Arts	2016	--
Alaka Rao	43417	Business	2016	9/4/15
Pei-Tzu Tsai (Jolynn Asato while Pei-Tzu is on leave until Dec.)	43688	Education	2017	12/4/15
Vacant		Engineering		
Teresa Slobuski	82355	General Unit	2016	10/2/15
Valerie Mendoza	44693	Humanities & the Arts	2018	11/6/15
Vacant		Science		
Magdalena Barrera	45583	Social Science	2016	2/5/16
Vacant	46413	AS Director of Faculty Affairs	2016	
Hector Perea	46244	AS Director of Intercultural Affairs	2016	3/4/16

I. Approve October meeting minutes.

II. Policy for being absent from meetings.

III. Fall Fling
   a. De-brief- 53 attendees
   b. Items are now with Teresa Slobuski

IV. Re-schedule future FDC meetings to another day (M-Th)?

V. Chair elections- postpone until next semester

VI. Other Ideas for the FDC to do for the remaining year

   a. Diversity Mentor system?

   b. Analyze and disseminate probationary faculty comments. Create sub-committee to analyze comments

VII. Next meeting- December 4th. *Notetaker- Pei-Tzu*

Academic Senate, Faculty Diversity Committee
Minutes for Meeting on November 6, 2015
11:00am – 12:30pm, Room: SPX 210

Attendees:

Name	Phone	Office/College
Carlos Garcia	45804	Designee from AVP Faculty Affairs
Van Ta (Park), Chair	42988	Applied Sciences and the Arts
Alaka Rao	43417	Business
Jolynn Asato (in place of Pei-Tzu who is on leave until Dec.)	43688	Education
Valerie Mendoza	44693	Humanities & the Arts

Valerie joined meeting @ 11:05 AM via phone. It was agreed that Valerie would take minutes as assigned on the agenda. She previously arranged to attend via phone because she is out of town at a conference.

I. Minutes approved from 10/2/15 meeting
   a. Carlos moved to approve
   b. Alaka seconded
   c. Unanimous vote to approve minutes

II. Policy for being absent from meetings.
   a. Van reminded committee about policy regarding missing meetings. Members may only be absent 3 times and then they are dismissed from committee.
   b. Van received reminder from Faculty Senate and she is passing reminder on to committee members.

III. Fall Fling

   a. De-brief- 53 attendees
      i. Van noted that there were 53 attendees for the Fall Fling, and that this was a good turnout.
      ii. Some RSVP'd and didn't attend.
      iii. Van acknowledges that she spent a lot of time accommodating menu for larger attendance, then these changes weren't necessary.
      iv. Van suggested we might establish a better idea of who might be attending by paying more attention to multiple, non-matching indications from those RSVPing.
      v. Van notes that attendance and problems are not consistent from year to year, and that we must plan as if all who RSVP in the affirmative are going to attend. We all agree.

vi. Carlos mentions that this is not such a huge problem, since we all agree that the event was successful overall.

vii. Carlos notes that the music was a nice addition, which we all agree to, as well as the fact that the event went well.

b. Items are now with Teresa Slobuski - She volunteered to take them since we hold the event @ the Library and Van won't be a part of the committee next year.

c. Van asks how attracting a mentor went for us.

i. It is noted that, in the service of time, introducing each mentor may not be necessary.

ii. Alaka notes that perhaps we all spent too much time trying to chase down and attract mentors, and that our time might have been better spent attracting junior faculty to the event.

iii. Van asks if we should still invite mentors next year, and we all agree that we should.

iv. Carlos notes that it was nice to introduce junior faculty to President, Provost, Elna, etc., and we all agree with this.

c. Van suggests we think about a date for next fall asap, and that we set the date next semester, since the library rooms are booked early and fast. We all agree to set a date in the spring.

d. Van informs us that Gilles who did the ice cream is willing to come back for the Fall Fling next year.

IV. Re-schedule future FDC meetings to another day (M-Th)?

a. Van asks if another day and/or time might work better for the committee members. This was suggested by the Faculty Senate as a means for possibly increasing attendance.

b. None of the committee members present seem interested in this possibility.

c. Carlos and Valerie note that another day/time would not work for them.

V. Chair elections- postpone until next semester

a. Per instructions from the AS Chair, only a member of the committee whose term has not expired can be Chair. In the event that the member is not interested in being the Chair, then it is possible for a committee member with an expired term to return to be Chair. The AS Chair recommended that the Chair elections be postponed until next Spring semester.

a. Van notes that Pei-Tzu and Valerie will be the only returning members.

b. Valerie is not ready to serve as Chair, having just joined the committee this year.

b. Alaka is interested in extending her terms and serving as Chair.

c. Van believes Magdalena may also be interested.
d. We agree to discuss this further at the next meeting.

VI. Other Ideas for the FDC to do for the remaining year
a. Van asks about other potential agenda ideas for next semester.
b. Alaka asks if we might meet later for our next meeting.
i. Van suggested Alaka create a doodle to ask if this would work for all.
ii. Carlos and Valerie both respond that the change would work for them.
c. Van reminds us that we may be tasked with duties by the Faculty Senate that we are not yet aware of.
d. Van suggests that we should analyze and disseminate probationary faculty comments, and that we should create sub-committee to analyze comments (submitted vis the RSVP form from Fling). We all agree.
e. Diversity Mentor system?
i. Van asks for mentoring possibilities/suggestions based on a brief look at survey comments, Van and Alaka made suggestions of possible classes, or the creation of some sort of official mentoring system, which some junior faculty have requested.
ii. Van emphasizes the need for a discussion about what "diversity" means. We discuss our various interpretations of the word.
iii. Van suggests that we create a definition and system if we decide to move forward with this.
iv. For the next meeting, we agree to read the survey comments and think about a definition of diversity, and logistics of how we might put mentorship in place.
f. Van asks that we also think about other things the committee might do in the spring.

VII. Next meeting- December 4th. Notetaker- Pei-Tzu. Van thanked Joylyn for filling in. We will welcome Pei-Tzu back for the December meeting. Meeting was adjourned @ 11:40 AM.

Academic Senate, Faculty Diversity Committee
Agenda
December 4, 2015
11:00am – 12:30pm, Room: SPX 210

Name	Phone	Office/College	Term	Minutes
Beth Pugliese	41116	AVP Human Resources or designee	EXO	--
Carlos Garcia	45804	Designee from AVP Faculty Affairs	EXO	--
Van Ta (Park), Chair	42988	Applied Sciences and the Arts	2016	--
Alaka Rao	43417	Business	2016	9/4/15
Pei-Tzu Tsai	43688	Education	2017	12/4/15
Vacant		Engineering		
Teresa Slobuski	82355	General Unit	2016	10/2/15
Valerie Mendoza	44693	Humanities & the Arts	2018	11/6/15
Vacant		Science		
Magdalena Barrera	45583	Social Science	2016	2/5/16
Vacant	46413	AS Director of Faculty Affairs	2016	
Hector Perea	46244	AS Director of Intercultural Affairs	2016	3/4/16

I. Approve November meeting minutes.

II. Analyze probationary faculty comments.

III. Next meeting- February 5th. *Notetaker- Magdalena*

Faculty Diversity Committee

December 4, 2015 Meeting – Minutes

Members present: Carlos Garcia, Van Ta (Chair), Alaka Rao, Pei-Tzu Tsai, Teresa Slobuski, Valerie Mendoza

Members absent: Beth Pugliese, Magdalena Barrera, Hector Perea

November minutes: Approved (4 approved, 1 abstained)

Probationary faculty comments from Fall Fling: Analyzed. Suggested events include mentoring, workshops/talks on diversity, social/networking events and lunch events. Members suggested presentations on current research and teaching on diversity, managing diversity in classroom, diversity during job hiring, progressing through the rank and experience sharing. Members approved on a spring event ("diversity panel").

Action Items:

1. List potential speakers, recruiting from SJSU faculty (all members)
2. Decide on date/time: Two weeks after spring break? Late morning/early afternoon, Monday-Thursday? (Teresa will check library room availability)
3. Reach out to Amy Strage, partnering with CFD for refreshment/lunch/resource (Van)

Next meeting: February 5, 2016

Academic Senate, Faculty Diversity Committee
Agenda
February 5, 2016
11:00am – 12:30pm, Room: SPX 210

Name	Phone	Office/College	Term	Minutes
Beth Pugliese	41116	AVP Human Resources or designee	EXO	--
Carlos Garcia	45804	Designee from AVP Faculty Affairs	EXO	--
Van Ta (Park), Chair	42988	Applied Sciences and the Arts	2016	--
Alaka Rao	43417	Business	2016	9/4/15
Pei-Tzu Tsai	43688	Education	2017	12/4/15
Vacant		Engineering		
Teresa Slobuski	82355	General Unit	2016	10/2/15
Valerie Mendoza	44693	Humanities & the Arts	2018	11/6/15
Vacant		Science		
Valerie Francisco	45320	Social Science	2016	3/4/16
Vacant	46413	AS Director of Faculty Affairs	2016	
Hector Perea	46244	AS Director of Intercultural Affairs	2016	2/5/16

I. Introduction of new member- Valerie Francisco.

II. Approve December meeting minutes.

III. Need volunteer to take April minutes.

IV. FDC Spring Panel- Monday, April 25th, MLK 225

a. Finalize time & reserve library room
b. Discuss potential panelists
c. Discuss/finalize format
d. Assign responsibilities

V. Next meeting- March 4th. *Notetaker- Valerie Francisco*

Academic Senate, Faculty Diversity Committee
Minutes
February 5, 2016
11:00am – 12:30pm, Room: SPX 210

Name	Phone	Office/College	Term	Minutes
Beth Pugliese	41116	AVP Human Resources or designee	EXO	--
Carlos Garcia	45804	Designee from AVP Faculty Affairs	EXO	--
Van Ta (Park), Chair	42988	Applied Sciences and the Arts	2016	--
Alaka Rao	43417	Business	2016	9/4/15
Pei-Tzu Tsai	43688	Education	2017	12/4/15
Vacant		Engineering		
Teresa Slobuski	82355	General Unit	2016	10/2/15
Valerie Mendoza	44693	Humanities & the Arts	2018	11/6/15
Vacant		Science		
Valerie Francisco	45320	Social Science	2016	3/4/16
Vacant	46413	AS Director of Faculty Affairs	2016	
Hector Perea	46244	AS Director of Intercultural Affairs	2016	2/5/16

I. Introduction of new member- Valerie Francisco.
   a. Valerie joined the meeting via phone at 11:06AM
   b. Pei-Tzu joined the meeting at 11:20AM
   c. Van joined the meeting at 11:40AM (Van arrived at 11am to share that her prior meeting was running over and unfortunately could not leave).

II. Approve December meeting minutes.
   a. Carlos moved to approve
   b. Teresa Seconded
   c. Unanimous vote to approve the minutes

III. Need volunteer to take April minutes.
   a. Carlos volunteered to be the next notetaker

IV. FDC Spring Panel- Monday, April 25th, MLK 225

   a. Finalize time & reserve library room
      i. Monday, April 25th at MLK 225 from 10:00AM-11:30AM
   b. Discuss potential panelists
      i. Valeria suggested having Patricia Lopez. Teresa suggested Richard Francisco, former chair of the Faculty Rights Committee and a African-American counselor. Teresa recommended

Rosalinda Quintana and Chris Cox who are part of the statewide Affirmative Action Committee of CFA. Pei-Tsu suggested to have Aria Landon and George Wailey, an active member of the African American community. Valerie suggested having Maria Alaniz, Carlos commented that she is usually present. Alaka suggested

c. Discuss/finalize format
    i. Valerie asked for more information on the Spring Panel. The committee explained that it would most likely follow the format from the Fall Fling event. This Panel will focus on diversity issues among faculty members. The topics would be broad enough to include racial issues, inclusion, and/or teaching methods. Carlos suggested to talk about the campus climate survey results. Teresa suggested focusing on the tenure process, faculty rights, and the CFA. Pei-Tzu continued to discuss the different challenges faced by faculty and how members coped with them, she suggested to include conversations of successful and unsuccessful coping strategies. Valerie suggested the theme: *Thriving at SJSU - A Conversation on Diversity.* Valerie explained that the talks would center around challenges and strategies.
    ii. Alaka suggested having three panel members. Valerie suggested having 2-3 panelists. Pei-Tzu asked if the committee would like to have a senior and junior faculty member as panelists. Teresa stated that her first choice would be Richard Francisco. Teresa mentioned that only having tenured or experienced faculty as panelists makes the most sense for the attendees. Valerie explained why junior faculty should have a place on the panel. Van questioned the comfort level of a junior faculty member as a panelist for this conversation. Van suggested having the panelists talk about who they are or to pick one experience of a challenge or strategy.
    iii. Teresa asked the committee if there should be presentation materials. Van suggested having a sign. Van emailed Amy to have the CFD sponsor the event.
d. Assign responsibilities
    i. Carlos will speak with Elna about food for the event. Van could also check the funding available for the food. Most likely light snacks (i.e. coffee and tea).
    ii. Alaka suggested emailing one or two potential panelists. Van suggested finalizing the panelist members by the end of the month to allow for advertising during March. Alaka suggested to report back within a week.

- Announcements
    - Van reminded the committee on having a discussion about who will be the next to chair the committee. Teresa, Pei-Tzu, and Valerie have served the

most time in the committee. Van explained the current time commitments of a chair.

- Teresa spoke about the Unconscious Biases event which will take place Friday, February 19th. The event will focus on unpacking your unconscious biases that most are unaware of. RSVP by Friday, February 12th.

V. Next meeting- March 4th. *Notetaker- Valerie Francisco*

Meeting adjourned at 11:59AM

Academic Senate, Faculty Diversity Committee
Agenda
March 4, 2016
11:00am – 12:30pm, Room: SPX 210

Name	Phone	Office/College	Term	Minutes
Beth Pugliese	41116	AVP Human Resources or designee	EXO	--
Carlos Garcia	45804	Designee from AVP Faculty Affairs	EXO	4/8/16
Van Ta (Park), Chair	42988	Applied Sciences and the Arts	2016	--
Alaka Rao	43417	Business	2016	9/4/15
Pei-Tzu Tsai	43688	Education	2017	12/4/15
Vacant		Engineering		
Teresa Slobuski	82355	General Unit	2016	10/2/15
Valerie Mendoza	44693	Humanities & the Arts	2018	11/6/15
Vacant		Science		
Valerie Francisco	45320	Social Science	2016	3/4/16
Vacant	46413	AS Director of Faculty Affairs	2016	
Hector Perea	46244	AS Director of Intercultural Affairs	2016	2/5/16

I. Approve February meeting (revised) minutes.

II. Need volunteer to take May's meeting minutes.

III. Next meeting
   a. First Friday in April is spring break.
   b. Proposal to meet on April 8th.

IV. Senate Chairs meeting update
   a. AY 2016-17 New Members- announcement will be made May 9th.
   b. Need an AY 2016-17 Chair by May, but preferably sooner.
      i. Voting needs to be done by secret ballot to the current Chair.
      ii. Absent of a Chair, an existing committee member can call the first meeting in September, and then vote for a Chair.
   c. Letters of references for committee members

V. FDC Spring Panel- Monday, April 25th, MLK 225, 10-11:30am

   a. Finalize format and panelists
   b. Food & drinks- Faculty affairs will give us $300 for the event. Tracy Vuong is our contact for this.

VI. Support to recruit faculty who need Visas

VII. Next meeting- April 8h. *Notetaker- Carlos Garcia*

Academic Senate, Faculty Diversity Committee
Agenda
March 4, 2016
11:00am – 12:30pm, Room: SPX 210

Name	Present	Phone	Office/College	Term	Minutes
Beth Pugliese		41116	AVP Human Resources or designee	EXO	--
Carlos Garcia	X	45804	Designee from AVP Faculty Affairs	EXO	3/4/16
Van Ta (Park), Chair	X	42988	Applied Sciences and the Arts	2016	--
Alaka Rao	X	43417	Business	2016	9/4/15
Pei-Tzu Tsai	X	43688	Education	2017	12/4/15
Vacant			Engineering		
Teresa Slobuski	X	82355	General Unit	2016	10/2/15
Valerie Mendoza		44693	Humanities & the Arts	2018	11/6/15
Vacant			Science		
Valerie Francisco	X	45320	Social Science	2016	5/6/16
Vacant		46413	AS Director of Faculty Affairs	2016	
Hector Perea		46244	AS Director of Intercultural Affairs	2016	2/5/16

I. Approve February meeting (revised) minutes.
   a. Alaka Moved to pass, Pei-Tzu seconded, passed unanimously.
II. Senate Chairs meeting update
   a. If your term is up and you are still interested in the position but someone from your college is interested they are likely to get it. If no one is interested it is likely you will continue in the position.
   b. People that are interested in joining the committee or continuing in the position should contact Pat Backer (patricia.backer@sjsu.edu)
   c. AY 2016-17 New Members- announcement will be made May 9th.
   d. Need an AY 2016-17 Chair by May, but preferably sooner.
      i. Voting needs to be done by secret ballot submitted to the current Chair.
      ii. Absent of a Chair, an existing committee member can call the first meeting in September, and then vote for a Chair.
      iii. Note it is possible for a new member to be Chair although this is unlikely.
      iv. It is also possible to, after May 9, call an ad hoc meeting (or vote online) to decide on the new chair.
   e. Letters of references for committee members
      i. It is best if committee member writes a draft describing your role in the committee for the Chair to base the letter on.
III. FDC Spring Panel- Monday, April 25th, MLK 225, 10-11:30am
   a. Finalize format and panelists
      i. Panelists:
         1. Teresa – Shut out

2. Pei-Tzu – Shut out
3. Alaka – Shut out but still looking
4. Valerie – Shut out

ii. Discussion on the feasibility of doing it this semester
1. Perhaps it is best if we move it to Spring 17 semester and use Fall 16 to organize and plan the event.
2. Committee unanimously voted to move this to unfinished for the 16/17 year.
3. Can this material be presented in a different format besides a panel?
    a. Maybe follow a model like SJSU Mentor (the project Maria Alaniz is heading for matching students with faculty) for Faculty.
        i. **Would it be possible to have Faculty Affairs provide some kind of incentive to participants so they are able to meet and make connections for others?**
    b. Panel is a one shot event so it is better to have something ongoing.
    c. Valerie F. suggest that for the next meeting we look for other models of mentoring junior faculty and see what exists in literature or in professional associations for these practices.
4. **Carlos will ask if the Faculty Affairs funds of $300 can be used next year** instead.

IV. Support to recruit faculty who need Visas
a. The committee agreed to table this topic for next AY

V. Fall Fling
a. Need to set up a date in future meetings
b. Have table questions – submitted by participants – to facilitate discussion. Some kind of system that will allow mentors/senior faculty to interact with the junior faculty.

VI. The committee agreed to cancel the April meeting because the first Friday of April is spring break.

VII. Next meeting – May 6th. *Notetaker- Valerie Francisco-Menchavez*

Academic Senate, Faculty Diversity Committee
Agenda
May 6, 2016
11:00am – 12:30pm, Room: SPX 210

Name	Phone	Office/College	Term	Minutes
Beth Pugliese	41116	AVP Human Resources or designee	EXO	--
Carlos Garcia	45804	Designee from AVP Faculty Affairs	EXO	4/8/16
Van Ta (Park), Chair	42988	Applied Sciences and the Arts	2016	--
Alaka Rao	43417	Business	2016	9/4/15
Pei-Tzu Tsai	43688	Education	2017	12/4/15
Vacant		Engineering		
Teresa Slobuski	82355	General Unit	2016	10/2/15
Valerie Mendoza	44693	Humanities & the Arts	2018	11/6/15
Vacant		Science		
Valerie Francisco	45320	Social Science	2016	5/6/16
Vacant	46413	AS Director of Faculty Affairs	2016	
Hector Perea	46244	AS Director of Intercultural Affairs	2016	2/5/16

I. Approve March meeting (revised) minutes.

II. Develop agenda items and tasks for next year

III. Reminders:
   a. AY 2016-17 New Members- announcement will be made May 9th.
   b. Need an AY 2016-17 Chair by May, but preferably sooner.
      i. Voting needs to be done by secret ballot to the current Chair.
      ii. Absent of a Chair, an existing committee member can call the first meeting in September, and then vote for a Chair.
   c. Letters of references for committee members

IV. Have a great end of the semester and summer!

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I. Approve March meeting (revised) minutes.
   a. Approved!

II. Develop agenda items and tasks for next year
   a. Fall Fling
      i. Hold on **October 27, 10 am – 2pm** (out by 3 pm) – MLK 225
      ii. Contact for space in the library should be informed about being responsible for starting the paperwork for reservations
      iii. Announce the date during New Faculty Orientation
   b. Spring Panel
      i. Plan the content, space, dates, one year in advance
      ii. Faculty Affairs may still have funds to offer in support of this event
   c. Reviewing the Campus Climate findings
      i. Consult if there is anything the committee should address
   d. Provost office is identifying a group to address faculty retention
      i. FDC was identified as a possible group
      ii. Faculty Affairs (Carlos and Elna) talked about structural possibilities, exit interviews, etc.
         1. Exit interviews: perhaps we can suggest parameters on what areas the interview should cover
   e. Creating a survey from the FDC
      i. Tsai: Is it publishable?
      ii. There have been past surveys and it has been presented to the Provost and perhaps published

iii. Survey in the past: Survey of Tenure Track Faculty

f. Themes: How to thrive at SJSU
    i. Transforming discussions for junior/senior faculty towards action-oriented, solution-oriented directions v. commiserating
    ii. Maybe consider using resources from NCFDD since we are an institutional member

III. New co-chairs for ay 2016-2017
a. Valerie Mendoza and Pei-Tzu Tsai, co-chairs for the new year
b. Perhaps if Alaka Rao may wants to chair but needs to wait to see if she gets asked back to the committee if there are no other volunteers the Business college
c. Responsibilities of the chair:
    i. Attend a senate chair meeting, when requested
    ii. Provide feedback on policy, when requested
    iii. Calling and holding meetings
        1. Schedule dates ahead of time for faculty members
        2. Announcement for new meeting day and time
            a. Upon finding out new members of the FDC (May 9), announce to committee members
            b. Faculty Affairs representative will be present
    iv. Hold 3-absence rule, keep track of who is attending the meetings
        1. From the chair's perspective, flexibility in recognizing attendance versus the work they contributed to the FDC
    v. Write a year-end report

IV. Reminders:
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b. Need an AY 2016-17 Chair by May, but preferably sooner.
    i. Voting needs to be done by secret ballot to the current Chair.
    ii. Absent of a Chair, an existing committee member can call the first meeting in September, and then vote for a Chair.
c. Letters of references for committee members
    i. Email Van individually about letters, committee member should draft bullets for your contributions to the FDC

V. Have a great end of the semester and summer!