# 2015-2016 Year-End Committee Report Form

**Committee**: Faculty Diversity Committee

| **Chair**:<br>Van Ta Park | **Chair-Elect for 2016-2017**:<br><br>Co-Chairs: Valerie Mendoza, 2-2355 & Pei-Tzu Tsai, 4-3688<br><br>(Please include phone/zip/email if available) |
|---|---|
| **Number of Meeting held:**<br>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

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

viii. Entertainment (dance group)ï 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
November 6, 2015
11:00am – 12:30pm, Room: SPX 210

| Name | Phone | Office/College | Term | Minutes |
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**Academic Senate, Faculty Diversity Committee**
Minutes for Meeting on November 6, 2015
11:00am ï 12:30pm, Room: SPX 210

Attendees:

| **Name** | | |
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| **# ep** | | |
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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 emphay

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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
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**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?**
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**Carlos will ask if the Faculty Affairs funds of $300 can be used next year** LQVWHDG
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*Notetaker- Valerie Francisco-Menchavez*

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**Academic Senate, Faculty Diversity Committee**
Agenda
May 6, 2016
11:00am ï 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.
   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) ï 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 chairûs perspective, flexibility in recognizing attendance versus the work they contributed to the FDC
    v. Write a year-end report

IV. 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 th the FDo ⁎

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