

MINUTES OF THE COMMITTEE FOR FACULTY EQUITY AND DIVERSITY OF
THE ACADEMIC SENATE CALIFORNIA STATE UNIVERSITY, FRESNO

5200 North Barton Ave, M/S ML 34

Fresno, California 93740-8014

Office of the Academic Senate

Ext. 278-2743

FAX: 278-5745

11/5/2025

Members Attending: Travis Cronin (interim-chair), Rohit Mehta,
Mario Banuelos, Hannah Archambault, Samantha Hidde Tripp, Sean
Gordon, Amber Hammons, James Schmidtke

Vacant Positions: Student Members (2), JCAST, LCOE, SSP-AR

A meeting of the Committee for Faculty Equity and Diversity (CFED) was called to order at
9:00am

1. Given this was the first official gathering of CFED on record since October of 2021, the agenda was set to discuss the charge, gather ideas from each current member on their view of the charge, and establish a plan for CFED moving forward. Each member of the committee gave their view of the charge.

In summary, the members viewed the charge as overly focused on hiring practices. Committee members discussed amending the charge to include increased focus upon retention and well-being of faculty after being hired. We discussed coordination between CFED and other structures at Fresno State to assure faculty well-being and support.

The committee found the affirmative action plan, shared it with the committee, and asked if this was the EEO plan referenced in the CFED charge. We confirmed that the EEO and Affirmative Action Plan were one in the same, and that the plan had expired on October 31, 2022.

Faculty Affairs representative introduced the idea of striking diversity from the name of the committee based upon concerns students at Fresno State could lose access to Pell Grants if the University retained committees with the word diversity in the title. A conversation ensued about possible re-naming conventions including the Committee on Faculty Equity and Anti-discrimination.

The idea was put forward for establishing a new committee with a stronger charge and new name by a committee member. Once this committee was established including the new name, charge, and membership, CFED could then be disbanded.

Faculty Affairs representative reported that diversity statements will be removed from faculty searches beginning immediately, but that search committees can still ask about prospective faculty members capacity to work with the specific student populations at Fresno State.

Faculty Affairs representative reported that he serves on a task-force with President Jimenez Sandoval to address the issues at hand with regard to complying with the current interpretation of laws concerning faculty processes related to diversity issues. Dr. Schmitke agreed to take the ideas of name change, and the formation of an entirely new committee, to the task-force to gather their perspective on these options.

2. adjourned 9:59AM

Next meeting November 19th from 9:00 – 9:59 AM via Zoom Dr. Cronin will send out the link to CFED members.

Dr. Cronin will reach out to ASI President Selah to ask for student representatives to be appointed prior to our next meeting.

Dr. Cronin will send the charge document to Dr. Schmitke.

Dr. Cronin will put the charge in a Google Doc and share it with CFED members for collaborative editing.