

2024-2025 Year-End Committee Report Form

Committee: Faculty Diversity Committee (FDC)

Chair: Faustina DuCros & Kezban Yagci Sokat

Number of Meetings held: 7

Chair-Elect for 2025-2026:

Kezban Yagci Sokat (will be voting with new committee members in first fall meeting on for a second co-chair)
0069/kezban.yagcisokat@sjsu.edu)

Items of Business Completed 2024/2025

1. Completed conducting a campus-wide information gathering project about DEI-related work being done at departmental and college/unit levels around faculty recruitment and retention. Committee members sought information from their respective chairs and/or associate deans and/or deans. The information was compiled into a document to be referenced by committee members, including EXO members such as the Chief Diversity Officer and Vice Provost for Faculty Success.
2. Organized a gathering with international faculty in collaboration with the Office for Faculty Success in October 2024 (34 registrants, 20 present) and one in November 2024. Initiated discussions about supporting an employee affinity group.
3. Consulted Shannon Rose Riley, chair of Professional Standards (PS), and attended PS meeting in December 2024.
4. Hosted “Professional Responsibility (Anti-bullying)” Zoom panel discussion event for all faculty on March 28, 2025, planned in collaboration with the PS and Office for Faculty Success (8 participants).
5. Hosted a panel discussion “Navigating the RTP Process as Minoritized Faculty” on April 9, 2025 (20 registrants, 11 present). Planned in collaboration with the Office for Faculty Success.
6. Began discussions about disability and advocacy within the FDC, Kristin Dukes of the Office of Diversity, Equity, and Inclusion, and University Council on Accessibility and Compliance (UCAC). Initiated discussions about supporting an employee affinity group.
7. Met regularly with Magdalena Barrera, Vice Provost for Faculty Success, to collaborate on events and planning DEI-related information-gathering work.

Unfinished Business Items from 2024/2025	
1. International faculty employee assistance group	
2. Disability related employee assistance group	
New Business Items for 2025/2026	
1. Will host another international faculty gathering.	
2. Will host another session of “Navigating the Tenure the RTP Process as Minoritized Faculty” in April of 2026 in collaboration with Office for Faculty Success.	
3. Consult with the Professional Standards chair to determine if any collaboration is needed on training or other issues.	
4. Will continue discussions around disability and how to support faculty.	
5. Other new business will be decided with new committee members in fall.	

Please email to senate@sjsu.edu by June 14, 2025