

CALIFORNIA STATE UNIVERSITY, NORTHRIDGE

**FACULTY SENATE EDUCATIONAL EQUITY COMMITTEE (EEC)**

Minutes of Meeting March 9, 2015 Approved by Committee Via email in May 2015

Sub.to Exec.Comm. \_\_\_\_\_ Approved by Exec.Comm. \_\_\_\_\_

Sub.to Acad.Senate \_\_\_\_\_ Approved by Acad.Senate \_\_\_\_\_

POLICY ITEMS \_\_\_\_\_

**Members Present:** Frankie Augustin, Andrew Dominguez, Jody, Dunlap, Kim Henige, Paul Lazarony, Boris Ricks (Chair), Dianah Wynter, Jose Luis Vargas (Secretary)

**Members Absent:** Tracy Buenavista, Nathan Durdella, Nhut Tan Ho, Debra Malmberg

**Guest(s):** Sheila Grant

**I. Meeting was called to Order at 11:33am**

**II. Minutes of February 9, 2015 meeting were approved as written.**

**III. Re-visit Mission, Goals, and Objectives (MGO)**

**A. Visits to colleges with climate information- Sheila Grant will update EEC on the status of the college profiles at a later date.**

**B. Ensure the EEC has full participation based on the maximum number of positions it is allowed. This will ensure work gets done and participants are not overburdened.**

**IV. Program Review, Assessment and Diversity**

**A. Boris Ricks discussed his visit with the President. It went very well. Had an extensive conversation regarding her commitment to diversity. Discussed the need to consolidate all of the efforts related to diversity that occur on campus by having a committee to coordinate that effort.**

**B. Boris Ricks discussed visit with college Chairs where faculty hiring was discussed. Outreach efforts to diversify faculty needs to occur, not only in mainstream places but in other locations where diverse faculty are located. This could help increase the diversity of the faculty pool.**

## **V. Spring 2015 Event**

**A. Sheila Grant updated the committee on the event taking place on April 13<sup>th</sup>, "Improving Campus Climate." Committee was encouraged to attend. Motion was approved to move meeting to 12 noon to 1:30pm so that committee can attend the event.**

## **VI. Campus Climate Survey 2015**

**A. Campus Climate task force: Sheila Grant thanked the task force members for setting a time-line, it has helped her keep on task with the quantitative portion. Survey will be revised by Sheila and she will send it to EEC for review.**

**B. Frankie Augustin provided an update on the qualitative portion of the survey. Task force is in the process of obtaining a representative sample of about ten from each target group. They plan to obtain a representative sample of the main stream students also. In total there are 13 target group:**

**10 STUDENTS: EOP/DREAMERS/RES**

**10 STUDENTS: NCOD**

**10 STUDENTS: DRES (or are we combining NCOD & DRES?)**

**10 STAFF: EOP SUPPORT STAFF**

**10 STAFF: EOP ADMIN**

**10 STAFF: NON-EOP SUPPORT STAFF**

**10 STAFF: NON-EOP ADMIN**

**10 FACULTY: FULL TIME**

**10 FACULTY: PART TIME**

**10 FACULTY: ADMINS**

**10 MAINSTREAM STUDENTS**

**10 MAINSTREAM STUDENTS**

**10 MAINSTREAM STUDENTS**

**Will offer \$25 to \$30 as an incentive for the students to participate and \$10 worth of logoed items from CSUN for faculty and staff.**

## VII. Updates, Announcements, and Action Plan

### A. Web Site

1. Jose Luis Vargas provided an update on what has been accomplished with the web site.
2. Andrew Dominquez will be working with Leslie to assist with the web site.

### B. Provost Hellenbrand – Stepping down. Will still be around to perform special projects for the President.

### C. Civility and Respect Initiative- Progress has been made. Initiative is going from PP&R to the Senate Executive Committee on March 12th, Sheila discussed the changes PP&R made.

### D. Retention Workshop –

1. Goal of the presentation is to let faculty know where the resources and support is to get tenure
2. Retention Workshop will take place on April 20th, 1pm to 3pm, in the Thousand Oaks Room. Paul Lazarony will MC the workshop.
3. The EEC decided that the target population should be Junior Faculty. Deans, Chairs, and other faculty will be there to provide support for the Junior Faculty.
4. EEC will be providing
  - a) *materials;*
  - b) *other resources, such as the RTP process, to be discussed by faculty affairs;*
  - c) *how to seek out a mentor – speed mentoring;*
  - d) *have a conversation about PIFF, using best practice.*
5. Early promotion and tenure – EEC will ask the Provost to provide a presentation on timeline to tenure.

**VIII. Agenda and or Action Items for the next meeting**

- A. Thousand Oaks room will be reserved for the Retention workshop.**

**IX. For the Good of Educational Equity Committee\* - Members discussed what they appreciate about being a member of the EEC.**

**X. Meeting Adjourned at 1:17pm**