

CALIFORNIA STATE UNIVERSITY, NORTHRIDGE

CSBS CLIMATE COMMITTEE (CCC)

Minutes of Retreat Meeting: May 16, 2014;

Approved by Committee September 19, 2014

Members Present: Jose Abara, Joy Bartley, Moshoula Capous-Desyllas, Michael Carter, Evelyn Osorio, Gabriela Chavira, Mario Giraldo, Que-Lam Huynh, Jeffrey Kaja, Karen Litt, Carisa Moore, Sarah Mountz, Tiffany Newton, José Miguel Paez, Anthony Ratcliff, Boris Ricks, Kris Tacsik, and Sheila Grant (Chair)

Members Absent: Eli Bartle (excused absence), Christina Brown (excused absence), Rasmita Dhruv (excused absence), James Snead (excused absence), Kelly Winkleblack-Shea (excused absence), Henrik Minassians

I. Call to order: 12:00 pm

II. Roll Call

III. Unanimous Approval of Minutes from 4/18/14

IV. Announcements (any member may bring pertinent happening to our attention)
Various campus events of interest were shared.

V. Status Report from Subcommittees:

(Including academic year and semester plans, e.g., regularity of meetings, review campus climate articles, contact other campuses re: climate, proposed steps for assessment, etc.)

A. Privilege: Gabriela (chair), Anthony, Tiffany, Joy

Charge: Explore issues of privilege among CSBS faculty and staff and develop a preliminary intervention (i.e., Privilege Spectrum Activity tailored to needs/demographics of each department).

- Subcommittee plans to schedule Privilege Spectrum Activity for Fall 2014 in each department (combining smaller department together when necessary)

B. Assessment-Qualitative: Moshoula (chair), James, Rasmita, Henrik, Boris

Charge: Conduct survey of any issue associated with college climate via qualitative, or multi-method approaches.

- Members currently serving on other subcommittees until there is a need for qualitative assessment

C. Assessment-Quantitative: Que-Lam 'Q' (chair), Michael, Henrik, Rasmita, Kris, Sheila

Charge: Conduct survey of any issue associated with college climate via quantitative, or multi-method approaches.

- The CSBS Climate survey is being finalized and will hopefully be deployed to CSBS faculty, staff and students sometime in Fall 2014.

- D. Community Building:** Boris and Tiffany (co-chairs), Sarah Mountz (new member) Charge: Arrange activities as opportunities for team building, etc. and to build a sense of community in the college
- Feasibility of various activities (e.g., ropes course, Matador athletic games) in regular semester, and possibly a summer retreat with potluck for community building, under discussion
- E. Workload:** Tiffany (chair), Kelly, Jeffrey, Mario, Jose
Charge: Examine workload issues in CSBS and make recommendations for change aimed at increasing workload equity, fairness, and compensation.
- Work as reported in the previous meeting continues.
- F. Human Relations and Mediation:** Eli (chair), Joy, Kelly, Moshoula, Carisa, & Sheila
Charge: Increase visibility of CCC activities and work toward a more positive college climate (Oversee ombuds services, review and revise position statement for ombuds person as necessary; other tasks may include developing CCC Logo and a series of Posters and/or videos, locate speakers on topics related to campus climate, suggests items for the website)
CCC to review and vote on approval of Revised Position Summary for Ombudsperson.
CCC to plan Civility/Anti-Bullying Open Forums each semester 2014-2015 AY
- G. CSBS Climate Committee (CCC) Webpage Project:** Joy (chair)
Finalizing the last member pictures
All CCC members were asked to pilot test the link on the CCC webpage [CSBS Climate Committee Feedback Form](#)

VI. Retreat Discussion Points

- A. What are the goals and/or intended outcomes for this retreat?
1. To introduce new members
 2. To set organizational goals
 3. To increase morale and build team spirit
 4. To motivate members for the next academic year
 5. To evaluate the progress of long-term goals and objectives
 6. To get to know each other
 7. To break bread and have FUN!
- B. Open Discussion (re: 2, 3, 4,5 above)
1. Discussion was lively with excellent suggestions
 2. Decision to table discussion until Fall 2014 CCC general meetings

VIII. Adjournment 4:10 pm