

FACULTY SENATE EDUCATIONAL EQUITY COMMITTEE (EEC)

Minutes of Meeting November 9, 2020 Approved by Committee November 9, 2020

Sub.to Exec.Comm. _____ Approved by Exec.Comm. _____

Sub.to Acad.Senate _____ Approved by Acad.Senate _____

POLICY ITEMS _____

Members Present: Anwar Alroomi; Martha Escobar (Chair); Xochitl Flores-Marcial; William Garrow; Jinah Kim; Mariano Loza Coll; Rose Merida; Theresa Montano; Denise Nguyen; Shiva Parsa (Secretary); Carmen Saunders- Russell; Teri Todd; John Valdovinos

Members Absent: Marcella De Veaux

Guest(s): Dr. Natalie Mason- Kinsey (Chief Diversity Officer) (11a- 11:45a)

Dr. Mary Beth Walker (Provost) (11:45a- 12:30p)

I. Meeting was called to Order at: 11:08am

II. Minutes from October meeting were approved as written

III. Additional Agenda Items

A. Library Re Naming

1. X. Flores-Marcial – The Faculty Senate met with William Watkins to discuss the Oviatt research findings.

a. There were dissenting views in presenting the findings the committee was not unanimous.

b. The committee came to a consensus decision to recommend changing the name of the library.

2. R. Merida– President Harrison is gathering information to present the committee findings to the trustees.

a. Associated Students approved committee's recommendation.

B. Guest Speaker - Dr. Natalie Mason- Kinsey (Chief Diversity Officer)

1. Working on

a. Helping to write job descriptions.

b. Working on Faculty Affiliates.

c. Aspire Grant through the ACLU (Diverse Faculty in STEM majors)

- d. Collaborate on changing job advertisement language. The current job advertisement language is old.
 - e. What initiatives do we have that faculty wants?
 - f. Initiatives on campus that follow Black Lives Matter.
 - g. Has received 52 grant proposals.
 - h. CSUN will have its own Police Reform Committee.
 - I. How can the position be more helpful and responsive?
2. X. Flores- Marcial- How can we as faculty of color continue working towards readjusting the inequities that exist?
 3. J. Valdovinos- Perhaps we can reward faculty and students that are active in diversity works?
 4. C. Saunders-Russell – How would a person fearful for their position reach out to help faculty and students of color?
 5. Chief Diversity Officer- How do we get everyone playing on a level playing field?
 - a. Everyone should receive the same information faculty and students.
 - b. There are changes happening in advisement.
 - c. We should have something to give to new faculty and new students as to what their CSUN experience should be.
 6. M. Escobar – Send any additional questions and collectively they will be sent to the Chief Diversity Officer.

B. Guest Speaker- Dr. Mary Beth Walker (Provost)

1. M. Escobar – How can we have a race conscience university?
2. Provost – How can we have fairness across the board? Different departments and different areas have different issues than CSUN.
 - a. We need to do a better job hiring diverse lecturers.
 - b. This year there were 700 less first-time freshmen, some sections were reduced. Also, there were budget reductions and low enrolled classes.
3. M. Escobar – Administration should have a race conscience equitable conscience when making decisions, not just based on numbers.
 - a. How can we do what’s collectively best for everyone with budget considerations?
4. Provost – What can we do in the short term, and what do we want in the future?
 - a. Now is the time for Departments to decide what’s important for their area.
 - b. These are pressing issues on all of us, any ideas or suggestions are welcome.
5. C. Saunders-Russell – The RTP process during this time period. Variations of faculty and student reviews.
6. Provost – There is a delay in the tenure clock (extending that period).

- a. During the review process, everyone (Department Chairs) is being asked to have generous hearts in reviewing class and student evaluations.
 - b. We have spoken with student leaders and they want to keep the evaluations but keeping in mind the challenges and flaws from this year.
- 7. C. Saunders-Russell – Faculty are fearful that challenges may be held against them, when being evaluated.
 - a. What weight are the evaluations going to hold in this state of Covid?
- 8. Provost – Perhaps there has been too much emphasis put on the numbers.
 - a. Concerned that people’s research and work has been delayed.
- 9. C. Saunders-Russell – Faculty are just now being surveyed as to how they feel.
 - a. Perhaps a word or two of assurance from people making RTP?
- 10. Provost – Will make sure to pass this information on to individuals that review.
- 11. Provost – They are gathering information on pay disparity, taking into account, gender, and faculty of color.
- 12. X. Flores- Marcial – There are different roles faculty of color take in mentoring. However, pay seems to trickle down only to the roles of the campus.
- 13. Provost – There are very clear differences in pay across different disciplines across campus.
 - a. There’s no satisfying explanation as to why the differences are there.
- 14. T. Todd – What is your role in equitable hiring practices on campus?
- 15. Provost – We have informed the Deans not to bring in any finalists group that’s not diverse.
 - a. Finding faculty that will be able to ensure fair hiring practices.
 - b. Making sure search and screen committees are diverse.
 - c. Administration and hiring committees working together.
- 16. M. Escobar – What conversations have there been about AB 1460?
- 17. Provost – Administration is working with Ethnic Studies Chairs on how to implement AB 1460.
 - a. These conversations are also taking place on the chancellor’s level.
- 18. M. Escobar – Can administration help push back the timetable given by the chancellor’s office, so that a best plan can be achieved.
- 19. Provost – We have got to get something in our catalog about AB 1460.
 - a. The final plan doesn’t have to be in place for spring. We can make adjustments.
 - b. We have Faculty Affiliates, we need feedback to make this successful.
 - c. We need to work together.
- 20. M. Escobar – Can a message be sent to people who review evaluations, to let them know what the expectations are?
- 21. Provost – There are certain benchmarks that should be met by faculty like punctuality.

IV. Updates & Announcement

1. M. Escobar – Our proposals have been approved for the educational grants.

V. Agenda and or Action Items for the next meeting

VI. Adjourned at 12:34pm