

CALIFORNIA STATE UNIVERSITY, NORTHRIDGE D R A F T
FACULTY SENATE EDUCATIONAL EQUITY COMMITTEE (EEC)

Minutes of Meeting February 12, 2024 Approved by Committee: _____

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

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

POLICY ITEMS _____

Members Present: Tissyana Camacho; Samantha Fields; Marquita Gamage; William Garrow; Xunfei Jiang; Jinah Kim (Chair); Shiva Parsa (Secretary); Nayan Ramirez; Suzi Spear; Colleen Tripp; John Valdovinos; Ally Walker

Members Absent: Aimee Glocke; Nikki Usares;

Guest(s):

I. Meeting was called to Order at: 11:06am

II. Approval of Minutes – November minutes approved

III. Agenda Items

A. Updates or announcements from EEC members on Equity and Diversity issues

- a. J. Kim- Thursday the Faculty Senate voted on the Equity and Diversity Preamble.
- b. T. Camacho- Certain departments were able to opt-out of this procedure (EEO). We should have a larger university-wide conversation.
- c. J. Kim- We can follow-up with John to best advocate for the committee.
- d. T. Camacho- How many of these searches are happening and who has opted-out? We need data, we are still losing faculty of color. There should be more data transparency.
- e. J. Kim- We can request this information from the Provost. Tissyana will draft an email with the committee's help.
- f. S. Parsa- Low number of faculty of color can be compared to the discussion for low enrollment for students – as much as we focus on increasing numbers, we also should be focused on retaining those we have.
- g. S. Fields- In terms of retaining faculty of color, the chairs could do more to make the new hires feel more comfortable. The chairs, the communication with new hires can be abysmal.
- h. J. Kim- This works with what we are trying to do with the Retention Event.
- i. W. Garrow- Should there be more with DPC involvement? Mentorship should go through DPC.
- j. A. Walker- Maybe we could hire someone to be the mentor, under Dean's office?
- k. T. Camacho- We need to create an infrastructure so faculty feel heard.

- l. S. Parsa- Perhaps we can express to the Provost that guidelines need to be in writing for all areas to follow.
- m. J. Kim- This could be something that we can collaborate with FERC to get a baseline infrastructure.
- n. S. Parsa- The recommendation could be from processes that are already in existence.
- o. M. Gammage- The studies show retention is around the culture and community climate on campus. There are still issues with the police on campus.
- p. T. Camacho- The campus climate surveys seem disingenuous.
- q. M. Gammage- We are not aligned with the strategic plan for the campus.
- r. S. Spear- We need protocols in writing.
- s. N. Ramirez- Maybe we could do a smaller climate survey, to get some feedback?
- t. M. Gammage- Will share a climate survey that has already been used.
- u. S. Fields- This data will be helpful in the RTP process

B. Update on calendar of events/responsibilities of EEC for 2023-2024

- a. Spring Semester Retention Event
 - i. J. Kim- We can use data from the previous event. People want to stay connected and more support for their research.
 - ii. N. Ramirez- We could do something similar to last year. Perhaps we can schedule a date earlier in March?
 - iii. J. Kim- Perhaps we can schedule for a Friday in March, or we could schedule for April, possibly April 12th (11am to 1pm)? Should we request time with Faculty Senate, during the Faculty Retreat, in case it falls on the same day as the Faculty of Color networking lunch.
- b. Faculty Retreat “five slide in five minutes”
- c. Update from Teaching Effectiveness Taskforce
 - i. S. Spears- We want to create a system, “in writing” to support Teaching Effectiveness. We want a common survey, to use on campus that includes, good teaching behavior, and helps to reduce bias in student evaluations. There is an idea of creating an ad hoc team for the Senate. This could also bring more equity into the RTP process. We are also trying to put some changes in Section 600. What do we do with the surveys? How do we look at these numbers?
 - ii. S. Fields- We need to acknowledge the positive things.
 - iii. S. Spears- How do you support faculty in their growth?
 - iv. S. Fields- Students tend to fill-out the surveys if they are unhappy or super happy.
 - v. S. Parsa- No one explains to the students what the surveys are really for.
 - vi. A. Walker- Students are never really given the time or space to fill-out the survey. Perhaps, incentives for students to fill-out the evaluations would help.
 - vii. T. Camacho- Students need to know the purpose of the evaluations. Perhaps a short video would help?
 - viii. S. Fields- Faculty should use a form of assessment.
 - ix. J. Kim- Perhaps we could partner with Associated Students to explain to students about evaluations.
 - x. S. Spear- We ‘piloted’ a survey last fall. At, the March 15th Town Hall, we can let faculty know what we have been doing.

- xi. M. Gammage- Perhaps they can present to the All-College Meeting.
- xii. S. Spear- Please give feedback or tips.

IV. Updates and Announcements:

A. New business

- i. S. Spear- We can use the Faculty Commons in the library, perhaps for a follow-up luncheon (faculty meet-up)?

V. Adjournment 12:32pm