

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

Minutes of Meeting April 8, 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; William Garrow; Xunfei Jiang; Jinah Kim (Chair); Shiva Parsa (Secretary); Nayan Ramirez; Suzi Spear; John Valdovinos; Ally Walker

**Members Absent:** Tissyana Camacho; Samantha Fields; Marquita Gamage; Aimee Glocke; Colleen Tripp; Nikki Usares;

**Guest(s):** Provost Dr. Meera Komarraju and Theresa White

**I. Meeting was called to Order at: 11:05am**

**II. Approval of Minutes** – March minutes approved

**III. Agenda Items**

**A. Meeting with the Provost:**

- a. Provost- Faculty are a key to everything we do. New faculty hires are not taken lightly. The Deans were spoken to about mentoring the new hires. The Deans were instructed to get the best.
- b. Provost- The Assistant Vice President of Faculty Programs and Initiatives position started as an initiative, but the goal is to institutionalize. The faculty wanted to open it up and FECR can apply. Deans are moving forward having been allocated 38 hires for Fall 2024.
  - i. We keep the process the same to get the hires done. We are very aware that the process is not perfect, but we are willing to listen to all sides.
  - ii. Deans and departments are encouraged to comply with EEO.
  - iii. There has been one instance of a department bypassing EEO.
  - iv. We agree that MPPs should have a rubric, in all hires. (New lecturers)
- c. J. Valdovinos- Concerned that a department was able to bypass. Has ground work been done to research how part-time faculty is hired? In the past it has been its own beast.
- d. T. White- Can the report be emailed to the zoom members? How do recruitment and retention work together? It seems like these two are acting independently. Do we have anything in writing to hold the Deans and departments accountable? We need to have an exit survey not by people who hire the individuals, but by an independent group.
- e. Provost-There's a lot of work that needs to be done. Deans were given a deadline of April 1<sup>st</sup> to show retention policies. There is work to be done on many fronts. We are working with RSB, to give resources. There is a need for wrap-around services especially with

underrepresented faculty. Trying to retain all faculty is important. There is work that needs to be done. If I see a faculty member struggling, I will ask the faculty to speak with Faculty Development about resources.

- f. J. Kim- We would like to follow-up with the Provost. There has to be deep changes in the university. We feel that pushback on equity plan is being couched.
- g. Provost- I value the partnership with EEC. We will put funds where they are needed. If they invest in some things and not, they will not be able to invest in others.
- h. J. Valdovinos- Can we get a per capita for the top table out of the total?
- i. J. Kim- Thank you Provost for the Market Salary Increase number information.
- j. Provost- Enjoyed the meeting, and thank you for all the questions. I am not afraid of the difficult questions. Thank you.
- k. J. Kim- Do we have thoughts or questions for a follow-up with the Provost.
- l. S. Spear- Do we want numbers that include retirees?
- m. J. Kim- Why are people leaving? Is there a commitment to qualitative data?
- n. T. White- We should design a spreadsheet, layout a report with what we would like to see; race, year, gender, that way the Provost can take it to IR.
- o. J. Kim- This data will help us figure out what else to request.
- p. J. Kim- How do we feel about the Provost answers?
- q. J. Valdovinos- How are they institutionalizing the position? The better question is why are the staff leaving? FECRs might be working part-time also.
- r. W. Garrow- What about the Chairs that are also teaching?
- s. J. Kim- We will follow-up with the Provost about plans for the part-time hiring pools and questions about data.
- t. J. Kim- Perhaps Nayan and John can look at data for questions for the Provost?
- u. J. Kim- We could do an exit survey for FECR staff that are leaving?
- v. W. Garrow- How often does it happen that Deans go against the search committee recommendation?
- w. N. Ramirez- This is what happens when Deans and departments do not have to follow guidelines.
- x. J. Kim- Do we feel comfortable waiting until after the Retention Event to put something together for the Provost?
- y. N. Ramirez- Concerned that too much is being put on Faculty Development. Where are the funds?
- z. S. Spear- Seems like the majority of funding goes to big positions.
- aa. J. Kim- We can insist on some changes to Section 600, department level policies.

**B. EEC Retention Event Updates:**

- a. N. Ramirez- Everything is set to go, the survey from last year's event has been connected.
- b. W. Garrow- Do we have anything that we analyze retention from?
- c. J. Kim- What kind of retention efforts have they experienced in college or department? We can also ask about exit surveys?
- d. J. Kim- We want to connect junior faculty with other faculty. Will send out an email requesting additional names that we might want to invite.

#### **IV. Updates and Announcements:**

##### **A. New business**

- i.** A. Walker- Finished the DEI link with all kinds of resources.
- ii.** J. Kim- Can you send a link to the committee?

#### **V. Adjournment 12:31pm**