

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

Minutes of Meeting November 13, 2023 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; Ally Walker

Members Absent: Aimee Glocke; Nikki Usares; John Valdovinos

Guest(s):

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

II. Approval of Minutes – October Minutes Approved

III. Agenda Items

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

- a. J. Kim- The Office of Equity and Compliance is now under Human Resources. There was some concern about this move, FERC was very concerned.
- b. N. Rayan- If Human Resources is responsible for figuring out personnel issues, how can they be over Equity and Compliance?
- c. S. Parsa- Will ask for an update at the Provost meeting.
- d. C. Tripp- When questions were asked there seemed to be a lack of transparency, not many questions were answered.
- e. J. Kim- Will follow-up with the President's office for answers and questions regarding being able to opt-out.
- f. A. Walker- Update on the Diversity and Inclusion Resource Guide. The Guide will be created by the end of the semester. When it is completed will send to the committee for distribution.
- g. T. Camacho- We can add to the faculty website and faculty can add to their syllabus.
- h. S. Fields- Glad this is happening from the student's side.
- i. T. Camacho- Happy to submit feedback once a draft is submitted.
- j. S. Fields- The working group might want to invite Basic Needs to come and do a presentation. Will send the contact information to Ally.

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

- a. Spring Semester Retention Event: (J. Kim, N. Ramirez, J. Valdovinos, and S. Spears).
- b. Faculty retreat “five slides in five minutes”: (J. Kim, S. Fields, and C. Tripp).
- c. Policy on support for transgender and nonbinary CSUN community members (see attached document): (J. Kim, M. Gammage, W. Garrow, N. Ramirez, and T. Camacho).
- d. J. Kim- The proposed Preamble to section 600 and 700.
- e. M. Gammage- Will this serve as a base-line definition? A little concerned that we are operating when there is no singular definition. How can we best support this without being tied to down to a definition?
- f. J. Kim- Faculty-Senate voted to not vote on it, until they see the definitions. Without the language in 600, why do we need the definitions?
- g. S. Spear- Who did the definitions?
- h. M. Gammage- They will include a reference page.
- i. S. Spear- This is good because it holds people accountable.
- j. S. Fields- If we can put the vote together. I think it helps when people show-up.
- k. J. Kim- When this does go up for a vote, I will request to have EEC invited.
- l. W. Garrow- We should make sure Aimee Glocke is looped in; she is a liaison for the Faculty Senate Executive Committee.
- m. N. Ramirez- Do we need a vote to formally approve?
- n. M. Gammage- Motion to approve.
- o. J. Kim- EEC votes to approve section 600 and section 700 baseline definitions.

C. Update from Teaching Evaluation Task Force

- a. S. Spear- We want to create a community survey for CSUN. We would like to come up with a short survey for all departments. We want to test pilot it this spring, and get feedback. Teaching evaluations are not supportive, they tend to be biased. We need support from the Provost. There are some key dimensions to effective teaching; courses designed with clear objectives; building a climate conscious of students with multiple identities creates transparent, rigorous and formative assessments. New surveys need to be specific not as broad. We want feedback form students that is actionable. Promoting engaged learning materials should be relevant. Also, always trying to do better, trying to learn about their students. Student surveys would also include open-ended questions about the course. This would also include an anti-biased statement, not focused on the look of the teacher, something that resists the stereotypes.
- b. S. Spear—We would like to invite professors to include the new survey on their canvas. We want to invite professors and students for their input on the new survey.
- c. M. Gammage- Is there an upfront definition of Teaching Effectiveness for section 600? We can share with PP&R.
- d. S. Spear- PP&R is open to adding more language to section 600. We have to take the student survey with caution. The evaluations have to be looked at holistically.
- e. S. Fields- We might consider asking, what type of course they are evaluating.
- f. N. Ramirez- Are you considering giving guidelines for peer evaluations?
- g. S. Spear- Yes this is an opportunity to mentor each other.
- h. S. Spear- We can change the name of the survey? Student Learning Experience Survey? CSUF uses Student Opinion Survey.
- i. J. Kim- I prefer Student Learning Experience.
- j. S. Spear- I will email everyone, if there is anyone willing to work on the test-pilot student survey.

- k. S. Fields- My department will test pilot the survey.
- l. T. Camacho- I will submit to my department for feedback.
- m. J. Kim- We will follow-up.

IV. Updates and Announcements:

- A. New business

V. Adjournment 12:32pm