

CALIFORNIA STATE UNIVERSITY, NORTHRIDGE

FACULTY SENATE EDUCATIONAL EQUITY COMMITTEE (EEC)

Minutes of Meeting December 10, 20 Approved by Committee Via Email

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

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

POLICY ITEMS _____

Members Present: Marcella DeVeaux(Chair), Eric Garcia, Michael Neubauer, Shiva Parsa (Secretary), Omar Ruvalcaba

Members Absent: Kelsey Baez, David Boyajian, Dimpal Jain, Debbie Prasad Choudhary, Diego Paniagua, Boris Ricks, Xochitl Flores-Marcial,

Guest(s): Natalie Mason Kinsey

I. Meeting was called to Order at 11:38am

II. Due to lack of a quorum, the approval of Minutes from the last meetings was postponed

October 8th meeting minutes

November 26th meeting minutes

III. Agenda Items

A) Faculty Senate Vote - EO1100R

1. Discussing the options: Senate voted 28 to 2 not to discuss options
2. The motion of no confidence did not pass
3. Believe in democracy where faculty are in the best position to determine what classes should be offered and students have the right to select what they want to take
4. Dean of Science has already sent a list of courses that might be moved to section B.
5. Over 600 Freshmen not passing math, large percentage are students of color. Afraid of EO1110 more than EO1100.
6. One thing EEC can do is demand transparencies on what is happening. Faculty of color will be facing a disproportionate workload which will push more faculty of color out. 70 % of students are students of color. Only 20% of the faculty are faculty of color.
7. It was decided a subcommittee to look into this Math issue would be created, Michael Neubauer volunteered.

B) Natalie Mason Kinsey, Chief Diversity Officer (CDO)

1. Campus Climate Survey: It was decided that the survey would be managed by equity and diversity. Discussions will be rolled out in January. Will be rolling it out from the bottom up. There will be town hall meetings and open forums. Some will be held on weekends for

maximum attendance. Data, analysis and results will be sent. Small group of participants.

2. Rolling out new survey in fall of 2020 or fall of 2021. Will be rewriting the survey questions to reduce open ended questions. Also want to have a main focus.
 3. Eric volunteer to work with the committee assigned to create this survey.
 4. Natalie Mason Kinsey Sits with the cabinet, Equity and Diversity reports to her. Part of the plan is to determine how she will work with Deans and EEC.
 5. Data is necessary in reference to the reason why students are failing math. There has to be a way to reach and help these students and what does that mean.
 6. Has VP level. Needs to bring the issue and place it on the table so that it can be discussed.
 7. CSU is not the first University to go through this. They should have looked to others who had gone through this. At the end of the day, this is a curriculum matter. Faculty decide curriculum. The way it was done and presented could have been different. There is value in aiming for the goal but there is value in making the experts do the decision.
 8. Bias in evaluations of faculty: trying to bring this to attention of PP&R.
- C) National Day of Racial Healing, January 2019
1. Want to work with the CDO on this
 2. Marci Requested data from CDO on the results of the Retention and Hiring Workshops to ensure we do not need to make changes to improve workshops

IV. Updates & Announcement

V. Agenda and or Action Items for the next meeting

- A) Faculty Retention Workshop sub-committee Report
- B) The Wilson Scores Instrument Resolution to Faculty Senate

VI. Adjourned