Members Present: Joy Bartley, Christina Brown, Moshoula Capous-Desyllas, Kenya Covington, Judy DeBonis, David Deis, Rasmita Dhruv, Judi Friedman, Marquita Gammage Pellerin, Regan Maas, Sabina Magliocco, Patriccia Odonez, Boris Ricks, and Sheila Grant (Chair)

Members Absent: Jose Abara, Michael Carter, Naomi Chavez, Gabriela Chavira, Que-Lam Huynh, Jeffrey Kaja, Karen Litt, Carisa Moore, José Miguel Paez, Kelly Winkleblack-Shea

I. Call to order – 1:35 pm

II. Roll Call

III. Approval of Minutes from 12/19/14

IV. Announcements (any member may bring pertinent happening to our attention): None

V. Status Report from Subcommittees:

   (Including academic year and semester plans, e.g., regularity of meetings, review campus climate articles, contact other campuses re: climate, proposed steps for assessment, etc.)

   A. Assessment-Qualitative: Moshoula (chair), Sabina, Rasmita, Boris

      Charge: Ongoing assessment of college climate (multi-method approach)

      Update: Members currently serving on other subcommittees until there is a need for qualitative assessment.

   B. Assessment-Quantitative: Que-Lam ‘Q’ & Michael (co-chairs), Rasmita, Naomi, Regan, Sheila

      Charge: Ongoing assessment of college climate (multi-method approach)

      Update: Unfortunately, no progress since last meeting because co-chair out ill.

   C. Community Building: Boris (co-chair), Christina (co-chair), Karen, Pat, Naomi

      Charge: Arrange activities as opportunities for team building, etc. and to build a sense of community in the college; locate speakers on topics related to campus climate to promote dialogue

      Update:

      Team building: Subcommittee is making arrangements for the low ropes courses for the second CCC meeting (2/20/15) in the spring semester but at a different time (12 noon). Judy DeBonis generously offered to defray the cost of the team building activity through her CSUN Ray of Hope grant. An EventBright will be created and sent out to everyone to help coordinate the event.

      Grant announced that Sue Rankin, renowned campus climate expert, is scheduled for two presentations on Monday, April 13, 2015. There has been difficulty in locating and reserving larger rooms on campus. Currently have only the Whitsett room which seats 60 with a layout change into Lecture Room format, but would involve PPM changing the layout and costing a chargeback to college. Grant and Friedman will continue to look for larger venues for the event.
D. **Human Relations/Mediation**: David & Kenya (co-chairs), Joy, Kelly, Moshoula, Carisa, Sheila  
*Charge*: Increase visibility of CCC activities and work toward a more positive college climate  
(Oversee ombuds services, review and revise position statement for ombuds person as necessary; other tasks may include developing CCC Logo and a series of Posters and/or videos, suggests items for the website)  
*Update*: Deis passed a sample of the core pillar posters around and discuss future plans. Subcommittee members still need to send quotes and ideas for each of the core pillars to Deis ASAP.

F. **Privilege**: Jose P. (?) & Judy (?), (co-chairs), Carisa, Marquita, Joy (Need to Elect a New Chair)  
*Charge*: Explore issues of privilege among CSBS faculty and staff and develop a preliminary intervention (i.e., Privilege Spectrum Activity tailored to needs/demographics of each department).  
*Update*: No member volunteered to chair or co-chair this subcommittee. DeBonis suggested that the Take Five student group might want to become involved. We need to continue discussion on whether or not the Privilege Spectrum Activity is an endeavor that:
1. should be pursued and offered by the CCC,  
2. the CCC is committed to, and  
3. the subcommittee should be continued or be discontinued.

G. **Webpage Project - CSBS Climate Committee (CCC)**: Joy (chair)  
*Charge*: Maintain and update CCC Webpage with active links to resources and members.  
*Update*: New WebOne coordinator in the Dean’s office will make updating the CCC webpage easier; All member photos are have still not been received by Joy so that all will be up on CCC webpage by our next meeting; Lee Choo is the photographer (members can call and easily make an appointment for their profession head-shot).

H. **Workload**: Jeffrey (Chair), Jose A., Kelly, Regan  
*Charge*: Examine workload issues in CSBS and make recommendations for change aimed at increasing workload equity, fairness, and compensation.  
*Update*:  
1. To date, subcommittee members have been unable to meet as committee.  
2. Once members meet, we will review the 2013-2014 final report of the subcommittee.  
3. Members will also continue the subcommittee’s review of the department and college handbooks for chairs, faculty, and staff, highlighting information pertaining to workload issues and offering recommendations for improving workload related problems.  
4. Members will also discuss ideas related to contacting appropriate University offices (Human Resources and Equity and Diversity) to acquire orientation/training materials for new faculty, staff, and administrators.  
5. Finally, members will discuss ways to continue promoting professional development opportunities, particularly for staff and full-time adjunct faculty.  
6. Maas will ask the CFA president, Nate Thomas, for the Fact Sheet with recent changes to send out to CSBS faculty; also discussed was possibility of inviting Nate Thomas to visit a CCC meeting.  
7. Dhruv requested that the subcommittee investigate why there is no personnel manual for staff (like there is for faculty: Section 600 & 700); Question: should we task the Qualitative subcommittee to explore this issue.

VI. **Other Business**  
At the All-College Meeting on Wednesday, 3/18/15:  
1. Introduce CCC members and ombusperson Tom Spencer-Walters at the All-College Meeting.  
2. Announce the Sue Rankin event – Save the Date: Monday, April 13, 2015

VIII. **Adjournment** – 3:13 pm