Members Present: James Snead, Rasmita Dhruv, Mario Giraldo, Winkleblack-Shea, Anthony Ratcliff, Anita Simon, Boris Ricks, Cynthia Harris, Que-Lam Huynh, Gabriela Chavira, Leta Chow, Wendy Ashley, Tiffany Newton, Moshula Capous-Desyllas, Michael Carter, Christinna Brown, Henrik Minassians, Joy Bartley, Sheila Grant (Chair)

Members Absent: AnnMarie Morlett

I. Call to Order at 1:00 pm

II. Committee Members introduced themselves

III. Sheila Grant:
   Brief overview of Campus Climate Report & General Charge to the CSBS Climate Cmte

IV. Confidentiality Pledge briefly discussed with unanimous agreement

V. Members voted to combine Faculty & Staff in all aspects of CSBS Climate Committee

VI. Discussion of main problems with climate per member perspectives

   A. Our college seems to have a higher class load in relation to other colleges

   B. Inequity overlap with gender; salary or compensation differences

   C. Downturn in economy created conflict between administration & department faculty in regards course load; administration needs to respect faculty more

   D. Staff expected to work full time but some faculty also doing so while others have slacked off (i.e., double standard for Faculty & Staff)

   E. Lack of communication and respect between Faculty & Staff

   F. Attitude by some in privileged positions: aren’t we diverse enough?
G. Different personality types and the conflicts that can bring

H. Another institution surveyed faculty & staff on the sources of stress (e.g., 25 questions on surveymonkey)

I. Universities often use existence of ethnic studies department as an excuse for not needing to deal with diversity in other departments (recent article in the Chronicle of Higher Education)

J. New faculty need to learn that it’s important to learn to respect faculty (especially when asking for something)

K. Little efforts can make a difference and can be infectious

L. Recommendations: Staff Appreciation (some staff indicated that staff already found ways to appreciate themselves)

VII. Volunteers for Sub-committees

A. Staff-Faculty Communication:
   Anthony, Michael, Christina, Rasmita, Kelly, Leta, Cynthia

B. Workload Committee:
   Tiffany, Kelly, Miriam, Mario

C. Privilege Committee:
   Gabriela, Anthony, Wendy, Anita

D. Assessment-Qualitative:
   James, Boris, Moshula

E. Assessment-Quantitative:
   Que-Lam (Q), Henrik, Rasmita, Sheila

F. Mission Statement:
   Tiffany, Joy, & AnnMarie

VIII. Meeting Adjourned at 2:00 pm