

CALIFORNIA STATE UNIVERSITY, NORTHRIDGE

CSBS CLIMATE COMMITTEE (CCC)

Minutes of Retreat Meeting: November 21, 2014; Approved by Committee December 19, 2015

Members Present: Christina Brown, Moshoula Capous-Desyllas, Michael Carter, Naomi Chavez, Kenya Covington, Judy DeBonis, David Deis, Marquita Gammage Pellerin, Jeffrey Kaja, Regan Maas, Sabina Magliocco, Carisa Moore, Patriccia Odonez, Boris Ricks, Kelly Winkleblack-Shea, Jessica Worland, and Sheila Grant (Chair)

Members Absent: Excused Absences: Jose Abara, Joy Bartley, Gabriela Chavira, Judy DeBonis, Rasmita Dhruv, Que-Lam Huynh, Karen Litt, José Miguel Paez

I. Call to order – 1:35 pm

II. Roll Call

III. Approval of Minutes from 9/19/14

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' (co-chair), Michael (co-chair), Rasmita, Naomi, Regan, Kenya(?), Sheila

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

Update: The subcommittee met (Q on conference call). There was discussion on which items to retain and which ones to delete. The CSBS Climate Survey should be finalized by next meeting where it will be shared with the general CCC for further discussion and feedback. The subcommittee still plans to deploy quantitative climate survey to CSBS faculty, staff, and students by early Spring 2015 semester.

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: Subcommittee decided to schedule the low ropes courses for first CCC meeting (2/20/15) in the spring semester. The goal is to use the activity as a team building exercise for the

CCC. It will also allow us to experience it so that we can recommend and bring it to the larger community.

D. Human Relations and Mediation: Joy, David, Kelly, Moshoula, Carisa, Kenya(?), Sheila
(Need to Elect a Chair)

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: Discussed CCC Logo and branding. David Deis brought multiple artistic samples that were enthusiastically embraced by members of the subcommittee. Plans are to continue developing these ideas, for presentation to the general CCC for discussion at a subsequent meeting.

F. Privilege: Gabriela (chair), Carisa, Jose P., Judy, 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: Gabriela Chavira, original subcommittee chair, is co-PI of the newly awarded 18.5 million dollar BUILD grant, and will be too busy to continue on the CCC.

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 but are in the process of scheduling a meeting.
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.

VI. Other Business

None

VIII. Adjournment – 3:07 pm