

CALIFORNIA STATE UNIVERSITY, NORTHRIDGE

CSBS CLIMATE COMMITTEE (CCC)

Minutes of Meeting: December 3, 2012; Approved by Committee February 15, 2013

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, Chrisitna 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