

CSBS CLIMATE COMMITTEE (CCC)**Minutes of Retreat Meeting: December 19, 2014; Approved by Committee: January 30, 2015**

Members Present: Joy Bartley, Christina Brown, Michael Carter, Naomi Chavez, Kenya Covington, Judy DeBonis, David Deis, Regan Maas, , Boris Ricks, and Sheila Grant (Chair)

Members Absent: Jose Abara, Moshoula Capous-Desyllas, Gabriela Chavira, Rasmita Dhruv, Marquita Gammage Pellerin, Que-Lam Huynh, Jeffrey Kaja, Karen Litt, Sabina Magliocco, Carisa Moore, Patriccia Odenez, José Miguel Paez, Kelly Winkleblack-Shea, Jessica Worland

- I. **Call to order** – 1:35 pm
- II. **Roll Call**
- III. **Approval of Minutes from 11/21/14**
- 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: The subcommittee has revised and refined the climate survey for CSBS faculty, staff and students. Michael will send out this climate survey to the entire CCC today for comments and feedback during break. The approval of the climate survey contents and formatting will be voted on in the first CCC meeting (1/30/15). Q will be on leave so Naomi may need to be the one to use Qualtrics to design and deploy the survey in early Spring 2015 semester. Sheila will follow-up with Eleanor Jones in Academic Resources (referred by Bettina Huber in IR)
 - 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 will make arrangements for the low ropes courses for the second CCC meeting (2/20/15) in the spring semester. Reiterated that goal team building exercise is to build community for CCC membership and as a model for departments, programs, and offices in the college.
Potential Speakers: Erwin Chemerinsky (UCI), Shaun Harper (Penn), Eddie Moore (White Privilege Conference), Sue Rankin (Rankin & Associates). Shaun Harper is being brought here by the MDECOE, and Boris may be able to arrange for a second presentation for the CCC.

- 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: Further discussed of CCC Logo and branding. David Deis will put out an email request to subcommittee members for language to accompany the core pillars of climate. The art, language, and overall advertisement/market plan will be presented at the first meeting in Spring 2015 (1/30/15). Access to TV monitors in halls: Joy to check with Associated Students; Sheila to check with Valdis; David will handle access to the screen outside Geography Dept.
- 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: Lively discussion involving ideas to start to institutionalize the privilege spectrum exercise by conducting it at the New Faculty Orientation, the Faculty Senate, as part of each heritage (Black, Latina/o, Women, LGBTQQ) month activities, and other venues.
- 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

A meeting was added to the Spring CCC meeting schedule. The first meeting will be Friday, January 30, 2015. The second meeting will be on Friday, February 20 and will involve the low-ropes team building exercise. Boris and Christina will make all the arrangement and will let CCC members know in advance where to meet and the appropriate clothing to wear.

VIII. Adjournment – 3:13 pm