

CALIFORNIA STATE UNIVERSITY, NORTHRIDGE D R A F T
FACULTY SENATE EDUCATIONAL EQUITY COMMITTEE (EEC)

Minutes of Meeting September 12, 2022 Approved by Committee: _____

Sub.to Exec.Comm. _____ Approved by Exec.Comm. _____

Sub.to Acad.Senate _____ Approved by Acad.Senate _____

POLICY ITEMS _____

Members Present: Anwar Alroomi; Marquita Gammage; William Garrow; Xunfei Jiang; Jinah Kim (Chair); Raphael Lee; Shiva Parsa (Secretary); Nayan Ramirez; Suzi Spears; Teresa White

Members Absent: Terri Todd; Nikki Usares; John Valdovinos;

Guest(s): Sylvia Macauley

I. Meeting was called to Order at: 11:07am

II. Approval of Minutes

III. Introduction and Welcome to New Members

A. Introduction:

- a. Jinah Kim (EEC Chair)

B. New Members:

- a. Xunfei Jiang
- b. Nayan Ramirez
- c. Nikki Usares

C. Charge of EEC Committee read by Teresa White

IV. Agenda Items

A. Overview of EEC activities- Jinah Kim

- a. Caregiving needs for faculty and staff.
- b. Faculty Recruitment Workshops
- c. Spring Faculty Retention Workshops
- d. Teaching Evaluations
- e. Equity and Educational Concerns
- f. J. Kim – We should add the Educational Equity Statement to the EEC website.

B. Teaching Evaluations- Suzi Spear

- a. S. Spear- How we evaluate faculty has direct ties to retention. The practice of how we evaluate faculty at CSUN, has not kept up with the times. This whole practice has been

problematized. Often times the results are reviewed by administrators, and there is a lack of attention to context. There are several factors that should be considered. We have reached out to the chairs of the colleges to see how they address bias and racism in hiring practices. We have also met with the Provost, and she is approving a faculty executive task force.

C. Equity Initiative and FERC- Sylvia Macauley

- a. S. Macauley- The Hiring Toolkit is now in place and will replace the old one. We have been working with the provost to establish a website that can be accessed through the Faculty Affairs site. The Hiring Toolkit has all the new hiring practices, templates, and links to tutorials and explains equity hiring. There is a link that walks you through how to use On Base. Also, there is information on trainings to help support the use of the website. The committees main ask is to spread the word about the website.
- b. M. Gammage- Is this for low-level administrators or just faculty?
- c. S. McCauley- This fall is the first implementation of the new policy. So for now, we are concentrating on getting the faculty up and running, this first year. As of now, we are concentrating on tenured faculty hiring.
- d. J. Kim- We had issues getting information for untenured faculty. How can we get those lists?
- e. S. Parsa- Perhaps, Human Resources or Faculty Affairs has that information?
- f. M. Gammage- Perhaps, we can reach out to Janet Oh?
- g. S. Macauley- We have requested that University use Exit Climate Surveys to see why faculty is leaving. Perhaps EEC can follow-up?
- h. T. White- The Exit Survey has had some movement, she's been speaking with Del and she has done research with Exit Surveys.
- i. S. Macauley- Diane Guido has an Exit Survey ready from last semester. There was feedback.
- j. M. Gammage- Barrett Morris may have information.
- k. J. Kim- Perhaps, we should invite Del to an EEC meeting, possibly in October?
- l. S. Macauley- We need to push this to really capture that data.

D. Fall and Spring community building events

- a. J. Kim- Would like to schedule a robust event.
- b. S. Parsa- Many years ago the EEC held a Day of Diversity event to better help students. We still have faculty that need diversity training.
- c. J. Kim – We can focus on this probably in the fall.
- d. T. White- What does J.E.D.I. mean to our faculty of color. When we use new phrases, let us get grounded and make sure everyone knows what it means.
- e. S. Parsa- How can we share information with faculty so that they can put it into practice in the classroom and curriculum?
- f. S. Spear- What was done on Diversity Days?
- g. S. Parsa- Will look-up and send the information to Jinah.
- h. J. Kim- Perhaps, this could help build community and best practices.
- i. T. White- We could ask faculty; what they might like at an event like this?

- j. W. Garrow- How do we reach the older faculty and get them to come out?
- k. S. Parsa- We should involve the Deans and Chairs, perhaps offer incentives for them to come.
- l. M. Gammage- Until we have a definition of what equitable teaching is; how do we hold them accountable?
- m. N. Ramirez – Perhaps a Diversity Day with small groups?
- n. S. Parsa- EOP used to have a Faculty Training Program. Will reach out Jinah to revisit this and see if perhaps EOP can sponsor.
- o. W. Garrow – How do we include students in this?
- p. J. Kim- Would like to get AS involved. Perhaps, Shiva we can survey EOP students?
- q. S. Parsa – We can do a poll of EOP students to find out, what they need.
- r. T. White - We should consider presidents of student organizations on campus.
- s. W. Garrow – We should include: Veterans, DRES, and NCOD students as they are often overlooked.
- t. J. Kim- Is there anyone interested in working on student surveys?
- u. W. Garrow – Interested in working on the student survey.
- v. A. Alroomi – Interested in working on the student survey.
- w. S. Parsa – Interested in working on the student survey.
 - i. EOP will support the survey committee.
- x. M. Gammage- What happens if a lot of faculty show up? Is this something we can work with other groups on campus, who are already doing the work?
- y. T. White- What outcomes are we trying to create? Are we just getting faculty of color to get together and network?
- z. J. Kim- Would like to do something to help and support these faculty members.
- aa. M. Gammage- We can do best practices and what works best for populations we want to serve.
- bb. N. Ramirez- Giving people the feeling of community building, not necessarily tied to work.

E. Issue with EEC membership from College of Computer Science

- a. X. Jiang- Has a conflict with EEC meeting times.
- b. A. Alroomi- Willing to step down in order to make room for spring.
- c. X. Jiang- Perhaps EEC can meet at an alternate time for spring?

V. Updates and Announcements

A. Caregiving Updates

B. New Business

VI. Adjournment 12:32pm

