

FACULTY SENATE EDUCATIONAL EQUITY COMMITTEE (EEC)

Minutes of Meeting September 13, 2021

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; Martha Escobar (Chair); Xochitl Flores-Marcial; M. Gamage; William Garrow; Jinah Kim; Shiva Parsa (Secretary); Lissa Stapleton; Teri Todd; John Valdovinos

Members Absent: Suzanne Spear

Guest(s): Theresa White

I. Meeting was called to Order at: 11:09am

II. EEC Charge delivered by Theresa White

III. Check-in

IV. Approval of Minutes (none)

V. Agenda Items

A. Request by Dr. Suzie Spear to defer membership until Spring 2022

1. M. Escobar – Anyone have any thoughts about Dr. Spears' request to move EEC membership to next semester?
2. J. Kim – Would like to support Dr. Spear.
3. W. Garrow – Moves to accept Dr. Spear's request.
4. M. Escobar – Request passed and Dr. Spear's spot in EEC will be reserved for Spring 2022.

B. Teaching Evaluation Committee (led by Dr. Spear)

1. M. Escobar – Is there anyone interested in working with Dr. Spear on the teaching evaluations?

2. M. Escobar – How can we use the evaluations productively? Suggest policy changes and best-case practices on how to use the evaluations.
3. J. Kim – More things can be done with the evaluations to benefit faculty and students.
4. M. Escobar – Lissa will work with Dr. Spear.

C. Plan for 2021-2022

1. M. Escobar – Last semester the EEC passed a resolution to be in solidarity with faculty regarding caregiving.
2. M. Escobar – Regarding equity, retention resolution, there is a proposed idea of each college having a representative to help ensure a diverse faculty. The Provost and the Vice President for Faculty Affairs will attend next month's EEC meeting to discuss.
3. M. Escobar – What else would the committee like to do?
4. J. Kim – Would like to see the committee continue with community building events and working with junior faculty of color to help them get tenured. We should continue to make a space for them.
5. M. Escobar – Are there any ideas for community building events?
6. M. Escobar – There hasn't been much movement on the topic of caregiving.
 - a. Is there anyone interested in working with organizing a caregiving group?
7. T. Todd – This is worth pursuing to have something in place to deal with caregiving. This could be recognized at a different level.
8. M. Escobar – There was a resolution passed, but the University never did anything to address this.
9. T. Todd – There are caregiving models out there and it's disappointing that the University doesn't offer support.
10. J. Kim – The current position that exists cannot support faculty.
11. T. White – Perhaps there could be an ad hoc committee with the faculty senate for health and well-being for faculty.
 - a. How would the committee feel about collaborating with others on campus or collaborating on an ad hoc committee?
12. M. Escobar – How do we change the culture on campus to go with care first?
13. T. White – What would be more impactful; individual or collaborative group?
14. L. Stapleton – Maybe as a collective we could ask for bigger things. We must be creative with the "asks".
15. M. Gammage – There must be a cultural change shifting the way the University handles issues.
16. T. White – A wellness program idea must come from the bottom-up. Suggestions should come from those who are impacted.
17. M. Escobar – There must be a cultural shift on campus.

18.L. Stapleton – Are there wellness committees on other campuses?

19.T. White – There are wellness committees on other campuses. The committee can look at other successful programs.

20.M. Escobar – Do we coordinate with individuals on campus that are doing equity work?

21.S. Parsa – We need to be careful as sometimes these ideas fall under the “creating new initiatives” which can lead to exclusion of areas who may already have programs in place.

a. Those with titles can map it out and help fill the voids.

22.M. Gammage – We have yet to see what the University’s core values are? What are its strategic equities?

23.T. White - It’s a good idea to bring in those doing the work with health and wellness.

24.M. Escobar – We could call a follow-up meeting with individuals doing health and wellness work around campus.

IV. Updates & Announcement

A. Resolved Dr. Spear’s EEC membership will be held over to Spring ‘22.

B. Provost Mary Beth Walker and Associate Vice President for Faculty Affairs Diane Guido will attend October 11th EEC meeting.

V. Agenda and or Action Items for the next meeting

A. Equity Recruitment and Retention Efforts.

B. Possible Community Building event in November?

C. Possible October 25th meeting with campus community around organizing Health and Wellness.

VI. Adjourned at 12:30pm

