

CALIFORNIA STATE UNIVERSITY, NORTHRIDGE

FACULTY SENATE EDUCATIONAL EQUITY COMMITTEE (EEC)

Minutes of Meeting October 8, 2018 Approved by Committee Via Email

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

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

POLICY ITEMS _____

Members Present: Kelsey Baez, David Boyajian, Marcella DeVeaux(Chair), Xochitl Flores-Marcial, Eric Garcia, Dimpal Jain, Jongeun Kim, Michael Neubauer, Diego Paniagua, Shiva Parsa (Secretary), Boris Ricks

Members Absent: Omar Ruvalcaba

Guest(s):

I. Meeting was called to Order at 11:35am

II. Approval of Minutes from the last meeting were approved as written

III. Agenda Items

- A. Welcome new committee members - EEC members introduced themselves
- B. Introduction of Senate Executive Committee liaison, Kim Henige
 - i. Kim read the committee's charge and talked about some important topics.
 - 1. Highlight policy changes on minutes.
 - 2. It is very important to attend and participate in the committee.
 - 3. If an EEC member cannot attend meetings due to other commitments, please let Faculty Affairs know so the member can be replaced.

IV. Updates & Announcement

- A. Student Evaluation Scores (Michael Neubauer)
 - i. Michael gave an update on the research he has been conducting on the effectiveness of the faculty teaching evaluations.
 - 1. Although the existence of the bias is acknowledged, there is no incentive to make changes to the questions or instruments being used to address these bias.
 - 2. Would like the EEC to pass a resolution to address the inherent bias in these evaluations.
 - 3. Michael will draft something and once EEC approves, will present it to the faculty senate to bring awareness.

B. Faculty Hiring Workshop

- i. EEC creates and puts together in the fall to assist with faculty hiring. EEC's focus is in hiring and retaining diverse faculty.
- ii. Chief Diversity Officer will be responsible for the workshop
- iii. Dimpal Jain felt the EEC needs to have a clear role in this workshop. There has been a lot of change of hands
- iv. Student panel reported on how faculty of color have affected their education, they stated, "Decision are made about our life without asking our input."
- v. Shiva Parsa reported on the presentation she made on EOP at the meeting. She also felt campus resources should be made available to ensure job advertisement is more efficient in obtaining a more diverse pool of candidates.
- vi. Dimpal would like data on the workshop, who attended and what was the results of the faculty hired by those who attended.
- vii. Data was made available and submitted to CDO. Marci will request the data. She wants to make sure that what is being presented at the Workshop is working, or if we need to make changes.
- viii. Also wants to know how closely is attendance being monitored and if those who attended the conference were also involved in the search for faculty. What are the consequences if faculty do not attend?
- ix. The pool of applicants in the stem faculty searches is not diverse. There is a need to research where we can find the candidates we want and review the requirements. You may be requiring something that is not really needed and that is preventing candidates with the requirements you need to not apply

C. Faculty Retreat.

- i. EEC would like to develop something around racial healing for the retreat.
- ii. Location of faculty retreat is problematic. If they cannot change the location, perhaps can fold racial healing into another of EEC events and partner with faculty development.
- iii. Dimpal discussed the incident on campus that was brought to her attention by students who thought ICE was on campus. What is the protocol for reporting incidents such as these on campus? Shiva reported EOP, Dario Fernandez and Student Affairs are developing a protocol to address this and Dimpal would like EEC to create a resolution to support this.

D. Michael suggested we change EEC meeting time to 11:00am to 12:30 so as not to interfere with prime class time.

E. Role EEC might play in the executive order. Senate Exec. will come together on October 25th to vote on the options and come to some resolution. Marci will find out where the options were developed.

V. Agenda and or Action Items for the Next Meeting

VI. Meeting Adjourned at 1:00pm