

Campus Climate Committee

Minutes

Wednesday October 11 @ 2:00 – 3:30p.m.

1. Call to order: 2:03pm
2. Attendance/Quorum: Attendance/Quorum: Shae Miller, Jeannette Acevedo Rivera, Milton Ordonez, Varenka Lorenzi, Mitra Bagdadhi (Center for Committee Engagement), Pei-Feng Hung (AS), Lexi Thicksten (ASI representative), Angela M. Locks
3. Approve Agenda: 10/11/23 M/S/A
4. Approve Minutes: 9/13/23 M/S/A
5. New Business:
 - a. Dr. Angela Locks HERI and Campus Climate Survey
 - i. Dr. Locks shares history of Campus climate initiatives (Powerpoint to be posted on CCC Canvas site)
 - ii. CCC can help with staffing structure for ongoing work
 - iii. WSCUC areas to work on identified for our campus
 - iv. Timing is right for this committee to provide leadership and recommendations to the President's Office
 - v. We are the guiding body for assessment and recommendations on campus climate issues
 - vi. The President's Office is looking to "close the loop" on this work, and may not want to do another survey. We need a year to prepare to do a survey, so we need to get moving if we want to do this. A review of the Cozen report might be warranted as well. This committee might be the place for what type of bias reporting system we might have in the future.
 - vii. We will be reviewing the Cozen report next month (it will be on our agenda).
 - viii. If the President's Office wants something more than our Annual Report, Dr. Locks has requested that they connect with us directly. If we want to invite them, we would invite Chris Fowler (though we have heard that an invitation to dialogue is coming).
 - ix. We discuss why our committee has not been reached out to in the past with regard to ongoing equity work. There is a lack of understanding of Academic Senate Committees. We need to improve communication between the AS and the President's Office. We also have new administrators in the past few years (Provost, AVP, etc.). Further, CCC fulfilled our charge by taking a strong leadership role and making sure the survey was administered, making sure the report was written, and there are 25-30 pages of recommendations. There will also be recommendations with the focus group report.

- x. We discuss the possibility of creating bi-directional accountability (e.g., instituting an accountability process to ask for a future meeting to discuss how recommendations have been acted on within a given period of time).
- xi. We discuss whether moving forward with another survey might derail the pushing for the implementation of the recommendations from the last survey.
- xii. There is a sense that this sort of committee work is empty busy work and not meaningful shared governance.
- xiii. Bi-directional accountability might be a good topic of conversation when we speak with the President's Office.
- xiv. A 3-5 page report obscures the many different experiences of students, staff, and faculty. Administrators usually like this short report, but our work often requires much longer reports. The goal is for the administration to make use of campus climate data.
- xv. There is a small group of senators who want to draft a resolution on shared governance on AS to ensure that there is real and meaningful work in our community (as opposed to empty busy work). The goal is to make sure there is not simply top-down decision-making process.
- xvi. We might ask how the reports have been used when we meet with the Office of the President. Data will help with WASC accreditation when we get there.
- xvii. There is the feeling that whatever we recommend, it gives legitimacy of the administration to hire another AVP, administrator, etc. Lots of the work is done around campus is done by staff, who are often told that there is no budget when extra human-power is needed (and yet new positions are created). Staff members often have to look for a new position to 'get a raise' as raises are not possible, and this leads to rapid turnover.
- xviii. There is a difference between Academic and other Administrators. Administrators have to follow policy but not necessarily be responsive to faculty/staff concerns.
- xix. If faculty refuse to serve on search committees for these other administrators, this could be a de facto boycott to make searches not possible. This has come up in relation to frustration to the two new AVP positions. (Still, we have fewer AVPs given the size of our campus vis-à-vis other campuses.) One reasons nobody has come forward to serve on these committees is because many people do not agree with the creation of these new positions under Academic Affairs.

6. DEIA Discussion

- a. Please note that comments on [CCC Charge](#) are closed pending final revisions.
- b. A suggestion: why not choose the past few reports and focus on implementation rather than creating a new report? We might agree on 3-4 goals and then think through how to effectively get things done. We need to decide on end results we want to see happen.
- c. There is a new DEIA structure that has been created. We made recommendations, but a new structure was created that had nothing to do with our recommendations.
- d. The new governance structure did not take into account our committee, but AS is pushing for us to be included and involved. We will get a full presentation from the group.
- e. It will be a DEIA Collaborative governance structure.
- f. There will be an AS retreat on 10/26 from 2-5pm in the Japanese Garden. The theme is Elevating Black Excellence.
- g. The President did receive the CCC report and did read it and her office will reach out to this group.

- h. There are ongoing concerns about our shared governance. There are also concerns about a new textbook project called "[Equitable Textbook Access](#)," which will cost \$200.00. There are concerns that this was not a campus-wide conversation, though it is shared that students have been requesting this and this may save students money. (Some programs/colleges require \$600.00 of textbooks over the course of a semester.)

7. Adjournment 3:31pm