

Campus Climate Committee
Minutes

Wednesday February 8 @ 2:00 – 3:30p.m.

ZOOM

1. Call to order: 2:03pm
2. Attendance/Quorum: Terri Armstrong, Mitra Baghdadhi, Ivonne Camacho, Pei-Feng Hung, Janet Foster, Keith Freeseaman, Noah Golden, Varenka Lorenzi, Shae Miller, Brooke Winder
3. Approve Minutes: from 12/14/2022 (with removal of names) M/S/A following discussion
 - We discuss whether or not to include names or initials in the notes, or whether it is better to make comments confidential. We vote, and decide to leave off names moving forward.
4. Agenda is approved M/S/A
5. Ongoing business:
 - a. HERI report—brief update
 - Feedback being collected from the HERI report: We are starting Focus Groups (i.e., the qualitative component of the report). These focus groups are designed to get feedback and input from people who were underrepresented in the quantitative data. We begin this next Friday, and are currently scheduling the first two groups, and will be doing this weekly throughout the semester. There is a possibility we may need more facilitators (this would require IRB).
 - b. Advocacy and areas of interest
 - i. CFA/AS Resolution in Support of Iranian Students
 - This CFA/AS statement was made.
 - ii. Counter-resources Development
 - Resources are being made available to students where there are campus protests that may be challenging for many students. These resources come from our campus affinity groups.
6. Updates from Academic Senate
 - a. CFC Petition
 - The petition regarding the Child and Family Center (CFC) closure was shared. The announcement came late, and followed a month after there was a commitment that it would simply be relocated. This is a basic need for faculty, particularly women. There were insensitive comments made to the parents. There is a good chance the parents will come to AS to do a presentation to speak to these issues and advocate for equity. Administration will also present their side of the story. This might take place on February 23rd, in two weeks.
 - How might the CCC be helpful with this, or should we wait until after the AS meeting? Suggestion: there is the request that a resolution is

drafted, and if there is a resolution, CCC could be a co-author or supporter. We are not sure if the AS will be open to this.

- We make a motion (MSA) to, pending approval by the AS, to support or co-author the resolution.
- SPOT Evaluations: Many faculty members do not have the required SPOT data, and it is not accurate due to technological challenges. There are concerns that are being forwarded to CFA. It is believed that there will be a two-week extension as a result of this.
- There are questions about the SPOT data and how useful it may be... there may be better systems. Is there a role for CCC to make a recommendation around this?
- This (the reliability of the SPOT evaluations) is a bigger problem than this current lack of data and technological issue. Other councils would like to make a recommendation on this.
- Perhaps we can make suggestions regarding equity and evaluations. This may mean working with AS. Lecturer evaluations are an issue as well. We may vote at some point to become involved (as a committee) with equity issues and SPOT evaluations.
- ChatGPT may require the Academic Integrity policy to be opened.
- Tomorrow at 3pm the RTP policy revision discussion will be opened in the Academic Senate. Given that CCC has spoken about RTP Equity in the past, this may be of interest. We are invited to share amendments or other feedback.

7. New Business

a. CCC Structure and Editing [the CCC Charge](#)

- We discuss possible revisions to our charge. Comments are added to a draft of the CCC charge.
- We may decide to recommend that the campus have a Director of Equity and Diversity. This work is currently done in an ad hoc way.
- We discuss the possibility of having a particular structure for future meetings so that we build in time for the revisions to our charge. We will attempt to make these flexible guidelines and keep a running tab of our recommendations by the end of the year.
- We highlight roles that do not currently exist on our campus. These need to be updated.

8. Adjournment 3:30pm