

Minutes of Campus Climate Committee – Friday September, 7, 2007

Members Present: Nancy Meyer-Adams, Bitu Ghafouri, Betsy Decyk, Perrin Reid, Mike Carbuto, James Saucedo, Ami Rzasa, Simon Kim, Julie Rivera, Ferdinand Arcinue, Nancy Gardner

1. Meeting was opened at 2:05 pm Friday Sep 7th.

2. Chair Validation of Nancy-Meyer Adams.

3. Discussion was opened with the concern of having student representation on the committee this year. Nancy M-A. and Ferdinand will contact Mark Andrews at ASI, about student representation for the committee this year. James mentioned that there should be a student nominated to hold the position of multicultural coordinator and if so that student could come to the committee's meetings.

4. The decision was made by the group to go back to meeting once monthly instead of bi-monthly as was tried last year. It is hoped that overall meeting attendance will be better by going to a once a month meeting. Meeting times were discussed and Nancy M-A distributed a form to get members' availability so that a monthly meeting time could be determined. Nancy will find a time that is available for the majority of the members and set the schedule. Once the schedule is set Nancy will notify the members of the schedule and a meeting place will be secured.

5. Business Items:

Ferdinand, spoke about having a Climate Committee representative at the Senate Meeting as directed by the written charge of the committee. The members discussed the possibility and Betsy said she would represent the Climate Committee at the Academic Senate meetings and report back to this committee. She stated that if she found there was a conflict of interest by her representing the Ombuds office at the same time she would alert this committee and we would choose another representative for the Academic Senate meetings. These meetings are scheduled for the 2 and 4th Thursdays each month from 2-4 pm.

Suggestion was made to organize a multicultural festival, work with the multicultural center.

There was a discussion about planning a panel discussion to inform university personnel about procedures in place due to the Virginia Tech incident, improved lighting, Scott Brown, is Sgt. in charge of university emergency management. The Faculty Development center was suggested as possible place for this meetings it should be available free of charge for this type of event. Ferdinand offered to follow-up with the FDC and possible guest speakers to see about this possibility.

Experts to speak at the meeting should include: Discipline – Mike Hostetler, Dean of Students and Steve Katz, Tom Angel, and Scott Brown from University Police department. The Education initiative in response to emergency on campus was discussed. The emergency response team plans to train first responder volunteers 2 x per year. We also discussed having the panel come and speak on this topic.

Perrin brought up topics about intimidation and harassment, against non-tenured faculty and staff to discuss these difficulties and what the university is doing to address this problem.

Discussion continued on how this committee can help to strategically address this and disseminate material? Perrin and Betsy stated that addressing this issue is supported by the President and Provost. Staff side – informational meetings are needed to identify problems and provide resources for help. Perrin suggested that we invite Mary Ann Takemoto from the counseling center and Toni Aquino from the Faculty and Staff Assistance Program to speak to our committee about this topic.

Betsy Decyk spoke about some of the acts of intimidation or threats by superiors at all levels and departments on the university. Simon indicated a positive and educational method, models used to disseminate information and education about possibilities of mentors and mentees as a means to tackle this. Information and an example of how a formal mentoring program can be designed is posted on the website for Dept. of Educational Psychology and Counseling.

Ami mentioned Project SAFE – as another resource and it includes students in civility issues as well, this might be a good avenue to use to follow-up on some of these issues.

James indicated there was a blanket email sent out to campuses across the country by a group testing the free speech boundaries in regards to a national incentive for people to propagate the fascism of Islam. The committee discussed some of the potential problems on campus if we see actions due to this.

Observations of anyone speaking out on campus that seems to be acting in an inappropriate manner, one should notify the University Police immediately so they can assess the situation and the need to relocate to appropriate areas and monitor speakers. Ami informed us of the new policy that no solicitors are allowed to solicit from the USU covered walkway at the West Turn, along that walkway, up the escalator along the food court area, in front of the Bookstore all the way up to the Psychology quad. All speakers must have a permit to come on the campus. They are not allowed to follow persons to speak about their message if it impedes their movement.

James spoke about an event in the planning stages for February 2008 on 20th century genocide, Plans include having a world figure to speak on issues of genocide, high profile positive leadership to campus to support issue and education across the campus, promote discussion, disseminate information. He will keep us informed of details of this upcoming event.

Meeting adjourned at 3:00 p.m.

Minutes of Campus Climate Committee – Wednesday, October 3, 2007

Members Present: Nancy Meyer-Adams, Bitia Ghafouri, Betsy Decyk, Mike Carbutto, James Saucedo, Ami Rzasa, Simon Kim, Julie Rivera, Ferdinand Arcinue, Nancy Gardner, Stephen Abanise, Pete Ammermann, James Davis, David Wiltfong

Guest Speakers:

Mary Ann Takemoto, Director of CAPS
Toni Aquino, Faculty and Staff Assistance Program

Meeting was called to order at 1:05 pm.

The committee welcomed the student representatives and new members as well as our guest speakers

Mary Ann opened the discussion regarding issues related to sexual harassment and bullying on campus. Toni Aquino, in her role of counselor at the FSAP, presented some of the issues and concerns regarding this issue with faculty and staff that have been reported to her in her scope of practice. In this role, she is bound by confidentiality of course but she was able to give some examples of themes and examples of harassment that have been reported to her.

1. Toni has been here 9 years, over last few years number of incidents has increased and these incidents have been more severe.
2. Scope of problem she sees in her office is mainly male on female harassment, but are some males who have reported being harassed by females.
3. Harassment incidents have been unwanted sexual invitation; or advances of verbal to unwanted physical contact of sexual nature, touching oneself in front of other person, masturbating, unwanted kisses, engaging in deceptive passes related to sexual behavior, expressing feeling of love inappropriately, objectionable persistent behavior usually creating hostile work environment.
4. No exact number of faculty or staff that have been harassed, but Journal of Education estimated 20% of faculty at 4 year institutions have experienced some form of harassment. Some studies present higher statistics.
5. No one category of race impacted by this, but it is mainly female, and mainly faculty from other countries. They feel at a disadvantage.
6. Consequences of this can cause depression, impair ability to function in and out of the office, anger, hostility, confusion, shame, powerlessness, depression and hopelessness, sleeplessness, gastro-intestinal problems, feeling betrayed by university, feeling of being let down by the university.
7. Has there been a response from administrators? Yes, when it is brought to their attention. Faculty are afraid if they report it, that there will be considerable consequences, tenure committee members, etc.
8. If other faculty know, then can cause divisions within departments. Can also lead to strained relationships, fear job loss, drop in performance, desire or thoughts of leaving university, retention issues.
9. So many feel it is better to not tell anyone and this cycle perpetuates the harassment. Many are unable to deal with the conflict.
10. Fear of retaliation from the person harassing them, which adds to a feeling of general fear and hopelessness which needs to be addressed.

11. If survivors of the harassment get the support they need to confront this issue then they can see themselves as part of a solution. Fear factor of retaliation is the biggest problem and needs to be addressed in order to foster faculty and staff feelings of being comfortable.
12. People that sexually harass their colleagues may do the same to students and this issue needs to be addressed also. This behavior stems from a need to hold power over others, using hopelessness and fear to intimidate others.

Simon asked what this committee can do to assist with this issue.

Toni and Mary Ann stated that faculty must take hold of this problem. Talk to other people, when they see it happen and help promote the reporting of it when it does happen.

They went on to explain that this harassment represents a lack of respect for others and is harmful to the general climate of the entire university.

Currently there are no policies regarding faculty behavior. Biggest struggle seems to be how do we reach out to the departments?

The message needs to come from the top that this is our mission and this is the way it works, but the RTP system structure makes this difficult,

Julie, commented that there is a significant number of part-time faculty, lecturers, and that this is difficult for them as well.

Change the tools that the perpetrators have to implement it, need changes to policies, and shift power to survivors by giving them tools to address this.

Most do not report it, because of fear of retaliation. This is not just fear of being fired, but the person will do something to them such as overwhelm them with harassing emails, say unkind things in emails, spread misinformation etc.

Toni explained that education is the first step and then getting administration on board to address this issue is the second step.

The committee agreed to discuss this issue further at the November meeting and to discuss drafting a recommendation to send to the Academic Senate. Simon asked for assistance and feedback from the presenters. The presenters agreed to draft some recommendations for the committee to work with and then we will add additional recommendations based on the committee's discussion.

The minutes of the September meeting were approved with one revision.

The meeting was adjourned at 2:00 pm

Next Meeting will be November 7, 2007 from 1:00-2:00 pm at the Multicultural Center.

Minutes of Campus Climate Meeting - Wednesday November 7th, 2007

Members Present: Nancy Meyer-Adams, Bitia Ghafouri, Betsy Decyk, Mike Carbutto, James Saucedo ,
Ami Rzasa, Simon Kim, Julie Rivera, Ferdinand Arcinue,
Nancy Gardner, Pete Ammermann, Mary Ann Takemoto, James Davis, Stephen Abanise,

Excused: Elena Marcias

Ferdinand reported that the panel discussion on campus safety and security had a successful turn-out and that the audience was engaged with the speakers.

Update on the issues discussed on October meeting by Mary Ann and Tony regarding Civility Issues on campus:

- a. Ferdinand will draft a recommendation and get feedback from Mary Ann and Tony and present it at the December meeting so that the committee can move forward on the recommendations.
- b. Betsy mentioned the current civility policy. What kind of help is available for those that feel they are having difficulty with their managers or supervisors.
- c. Tony and Mary Ann had indicated that faculty have avenues to be heard regarding these issues, James indicated they may not know about the avenues. The committee discussed ways that could encourage a culture of safety, where employees feel comfortable talking to their supervisors?

Climate Committee will draft a memo and bring to next meeting for discussion.
Betsy will email us the current copy of the policy regarding these issues.

Julie Rivera brought up the upcoming speaker, Gilchrist. He will speak on immigration problems on Wednesday, November 13, and there is much anticipation of possible unrest and student excitement over the current immigration policies and he may try to insight student anger to obtain a spot on the evening news.

The suggestion was made that the committee try to find an avenue to communicate to students about the appropriate protocols for expressing their concern about these policies.

James agreed to pursue a possible civility statement in the campus newspapers or fliers to be distributed to the Campus Community. Betsy, Mike, Amy will assist James with these possibilities.

The meeting was adjourned at 2:00 pm.

Next meeting – December 5, 2007 – 1:00 – 2:00 pm

Minutes –Meeting December 5, 2007

Campus Climate Meeting

Present: Ami Rzasa, Betsy Decyk, Perrin Reid, Simon Kim, Mary Ann Takemoto, David Wiltfong, James Saucedo, Ferdinand Arcinue, Nancy Meyer-Adams, Stephen Abanise, Julie Rivera, Mike Carbutto,

Excused: Bitu Ghafoori, Elena Marcias, Nancy Gardner

Approval of October's meeting minutes and suggestions for corrections/revisions of November's minutes were discussed and approved. November's minutes will be revised and the updated version will be voted on for acceptance in February meeting

Old Business- Ami reported on the Gilchirst Speaking event and stated the day went without any incident that the campus police had to be called on. There was a staged walk-out in the audience shortly after he started and since no one could enter once the event started there were many vacant seats after the walk-out.

James reported that he was invited to meet with students who have expressed an interest in starting a Minute Man student chapter and that the students were open to hearing from him and that he was promised to be invited back as they make future plans for their chapter.

Discussion continued on the draft of the proposed memo to the Academic Senate on harassment and bullying issues on campus. Suggestions were taken for the intent and wording of the document and a revised version will be circulated for the first meeting in the spring semester.

Plans/suggestions for a panel discussion for next semester – Ferdinand suggested something on the new ADA compliance rules for campus and others said they would send ideas forward to the committee for other possibilities.

Next meeting – TBA –meetings for the spring semester will be decided once Nancy can coordinate with the members' spring semester class schedule. Nancy provided forms for the members' to state their availability.

Minutes 8 Feb 2008

Campus Climate Meeting

Present: James Saucedo, Ferdinand Arcinue, Nancy Meyer-Adams, Nancy Gardner, Stephen Abanise, Peter Ammermann, Julie Rivera

Excused: Betsy Decyk, Michael Carbuto, Bitu Ghafoori, Mary Ann Takemoto, Ami Rzasa, Perrin Reid, Elena Marcias

Approval of revised November meeting minutes via email correspondence to all members and in those in attendance.

December's meeting minutes approval postponed until March meeting.

Old Business- Nancy- Meyer Adams stated that the committee members were still working on Harrassment Memo for the Academic Senate and once all the suggested revisions had been incorporated the memo would be forwarded to the Academic Senate

Plans/suggestions for a panel discussion

Ferdinand stated that there has been discussion and some conflict over adoption of ADA policies, regarding items such as library services and text book orders. Plan is to invite Dave Sanfilippo, Director of Disabled Student Services to the next meeting to present information on this topic to the committee. Ferdinand also suggested perhaps a forum on this discussion would be helpful to the campus community.

James – Discussion on the President's Forum on International Human Rights and stated there was a very exciting program planned for each day of the forum. It was stated that the most controversial speaker could be on Feb 12 @ 2 pm for the Armenian genocide presentation – President Alexander updated faculty on the sensitivity of this issue. He is concerned about the emails he is receiving regarding this issue. Forum is open to entire campus as well as the public.

Peter: Theme from this year's WHAT is civility, bring the campus into this and have some event at the union, how do we address freedom of speech on this campus, how do we deal with civility issues on campus etc. James responded that they will have multicultural forums. This event will be the 2nd week of March. Peter suggested a monthly series on these topics for students and campus community.

James wanted to hear from the students? Engaging to students and well attended? Multicultural Center events. How can we frame it to draw students in?

Next meeting - Thursday March, 13 9-10am in MCC.

Campus Climate Committee
Minutes from March 13, 2008

Present: James Davis, James Saucedo, Ferdinand Arcinue, Stephen Abanise,
Peter Ammermann, Julie Rivera, Mary Ann Takemoto

Minutes from December and February could not be approved due to lack of quorum. Minutes will be distributed and approved via email.

Announcements:

Julie Rivera announced that there will be a CSU-CFA organized all-campus budget meeting on Wednesday March 26 at 12pm at the Speaker's Platform. The CSU and CFA are working together to advocate for alternative solutions to the state's fiscal challenges to preserve access to affordable higher education.

James Davis and Stephen Abanise added that ASI is also organizing a petition against increases in tuition. More information can be found at www.tuitionreliefnow.org

Stephen Abanise announced that the 2nd Annual Multi-Cultural Festival will be held on March 18th and 19th in the USU. On March 18 there will be a program on "Cultural Misconceptions" and on March 19th will be "Latino Night: Celebrating the Diversity Within"

Invited Guest: Dave Sanfilippo, Director of Disabled Student Services

Dave Sanfilippo was invited to discuss the Instructional Materials Accessibility Policy that was recently passed by the Academic Senate. Mr. Sanfilippo explained that the critical point of the policy relates to the "timeliness" of having materials converted into an accessible format. He explained that the policy was not meant to regulate or standardize the content of classes, but to help make sure that enough time is given to format the materials for students (e.g. converting to braille, electronic formats, etc.). Currently, CSULB has a 34% compliance rate, which means that many students do not have their instructional materials in time.

A committee member raised concerns about the loss of flexibility for professors to add additional articles, readings, etc. in the middle of the semester. Mr. Sanfilippo stated that most materials can be converted within 1-2 days, and that the new policy should not interfere with instructor's ability to add materials to their courses.

When asked, Mr. Sanfilippo indicated that the committee can help with creating awareness and education around disability issues, and also to help create an environment in which disabilities are a "forethought and not an afterthought." He hopes that instructors can embrace the concept of "universal design" [inclusive] in which materials are formatted in a way that can be made accessible to all students. DSS and the Faculty Center for Professional Development are planning a series of training workshops for professors.

Next meeting: Friday April 11 at 11am
Minutes prepared by Ferdinand Arcinue

Minutes April 11, 2008

Campus Climate Meeting was held via email to all members due to conflicting campus meetings of 95% of the committee.

Announcements and discussion of nominations of a Chair and Secretary for next year were discussed by the membership via email. The discussion will be continued in person at the May meeting.

Next meeting – Friday May, 2 11:am -12:00 pm in MCC.