

CSE EID Committee - (minutes by Rider)

Date: 03/06/19

Attendance: Kevin Covey, Ben Miner, Yudong Liu, Edoh Amiran, Jose Serrano-Moreno, David Rider, Nicole McGowan, Natasha Hessami, Amy Lazzell, Leah Cook, Sura Alqudah, (11 total)

Absent: Stacey Maxwell (leave), Tanveer Chawla (resigned), Robyn Dahl (travel), Kelly Yokuda, Nina-Tuyen Tran

Guests: Celida Moran (student interested in participating in committee next year), Regina Barber DeGraaff

Action items:

- [2/6/2019 minutes](#) reviewed. **Motion to approve, seconded. Minutes approved unanimously.**

Updates:

1. Policies & Personnel Sub-Committee Updates:

- a. Two items sent to PPBC for consideration:
 - i. [Revision to charge](#) to enable student membership
 1. draft document now includes language to include student members on EID committee. PPBC will consider this draft March 14.
 - ii. [EID activities matrix](#) for inclusion in COPEP.
 1. PPBC will consider this March 14.
 2. Discussion - Ready to show departments? Buy in from Departments in order to help PPBC back the matrix at a later time.
 - a. ACTION ITEM - KC to discuss this with Chair of PPBC. Then EID committee will further edit based on presentations by EID representatives and info gathered from Dept.
- b. Also in the works: OIR working on faculty retention study. Expect first set of results in a few weeks.

2. Climate Sub-Committee Updates.

Action items.

- i. Looking at mechanisms for seminar series in each department. Examining for ways on how to improve diversity amongst the speakers.
- ii. Looking at mechanisms for Department meetings in CSE. Examining for ways on how to improve/involve students for EID discussions. Full department meeting or committees in each department - latter may be more appropriate for some Departments that have more self-operating Programs within.
- iii. Survey. Working on a demonstration survey (short pulse-type survey). Focus on staff for first survey. Proposed content to be discussed week of March 15.

Additional discussion. How to best empower the EID committee for executing its charge. Emphasis on timelines, senior and junior members, staff, diversity amongst in members.

Regina Barber DeGraaff - updates on

1. EID statements (draft 4 - Rubric & questions for inclusive hiring)
2. CSE community ambassadors . Dean in favor of the program. Some remaining details need attention (compensation, Dept appointee - TT, NTT, staff, same EID rep? Pressures on new personnel, how to evaluate candidates for this program)

3. Spring plans:
 - a. Meeting time: staying the same?
 - b. Meeting w/ Langley
 - c. at-large positions (students & staff/faculty)
 - d. end-of-year report

4. Additional items?