

Date/Time: Wednesday, January 15, 2025 from 9:00 - 10:00am

Location: [ZOOM Link](#)

- **Old Business**

- Review proposed communication plan between FC and standing CECI committees, UAS, and Dean's Office (tabled to February)
 - Will be discussed at February meeting
- Discuss timeline for completion of tasks
 - Charges:
<https://docs.google.com/document/d/1g8b72jwSsKJ3Yu-jPvtHMqY2k0bsPg6jATwF6kCH8M0/edit?tab=t.0#heading=h.fzk57eiuu4zj>
 - Question about whether to include language about the creation of outstanding task force or ad hoc committees
 - Example: current task force around anti-racism and social justice, desire to be become a standing committee, and there is a question about who decides whether they can become a standing committee
 - Suggestion to add language that FC has the ability to create task force, ad hoc, and standing committees as needed
 - Suggestion to add a separate charge around creation of committees
 - FC will work in the future towards creating a process for transitioning a committee from a task force or ad hoc to a standing committee in a future meeting
 - Question about whether it is FC's role to replace a committee member on a committee if it is deemed they are not completing their role
 - Table this discussion until a future meeting
 - Noted that most of the time these issues go to the Dean's Office and they will attempt to facilitate the process for finding a new representative with FC
 - Committee agreed to move forward with a vote
 - Process for addressing faculty concerns
 - Review in february meeting
 - Election
 - Updated election process proposal:
<https://docs.google.com/document/d/1-J0dlvQ7im9sFDw8PChXxeL2npVkwRpv/edit?usp=sharing&oid=110169737132305042289&rtpof=true&sd=true>

- Next step is to email all the faculty with terms ending this year thanking them for their service
- **New Business**
 - Check-in: liaison emails and slideshow updates (not many updates since October)
 - Updated [Committee Liaison list](#)
 - [Slideshow](#)
 - Question about whether this process is working or whether faculty actually review this?
 - Put something explicit about what committee members are expected to do during the election process
 - Note that it is expected that committee members communicate reports back
 - Helps keep everyone accountable
 - Question about there is a better way to get feedback from committee members
 - Mixed results on getting feedback and how feedback is reported back
 - Patty and Elizabeth may review this process as part of their communication plan
 - [CECI Equity and Inclusion Task Force Report and Recommendations](#)
 - Question about who this should be communicated to and what are next steps after recommendations
 - Next step would be to share with the appropriate bodies
 - Suggestion to move forward to CPC and Dean's Office
 - Suggestion to create a charge from FC to CPC
 - Suggestion to send out the charge to CPC, have on a ballot by Spring Break and attempt to complete by the end of the semester
 - Karyn and Emily will submit charge to CPC in the next week
 - Suggestion to remind that CPC that current candidates can still choose former college policies
 - Hope this will be quick revisions and have a vote by the end of the semester
 - Question about tracking tenure and promotion decisions by the Dean's Office
 - Meant to be an aggregate tracking, not an individual tracking
 - Useful to have information in house in case a certain department has appeals
 - Question about whether there is a way to find out if those who have concerns about equity feel like their voices are heard in the report
 - Should be an ongoing process of reviewing this even though the task force has completed their work
 - Continued evaluation
 - Example: Should be asking those who just went through the process how it went

- Question about whether this would need to be done by a separate body to create safety
 - Process determined later
 - Question about whether a recommendation be made that units continue this conversation and review the recommendations
 - Should we ask faculty for feedback
 - FC will review task force recommendation report after 3 years to see how the college has implemented recommendations
- **Future Meetings**
 - Winter 2025 Committee Meeting Dates
 - February 19th 9-10AM
 - March 19th 9-10AM
 - April 16th 9-10AM