

## DEI in Faculty Recruitment, Retention and Development

September 17, 2021

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1. We were glad to have Daisy Ramos (ASI President) join our Faculty Recruitment, Retention and Development subcommittee and bring a student voice to the table. We spent a good bit of time on what it means to be a faculty member, how we recruit, how the promotion process works and the teaching, research and service expectations of faculty.
2. The subcommittee is diverse and includes a couple of chairs, a faculty member, one assessment guru, a dean, a diversity specialist, and a co-chief diversity officer. Some members, including the chair, could not make it to the meeting.
3. Students would like to see more diversity among our faculty and also listening to their opinions through SOTEs and other mechanisms.
4. Discussed how our students could go on to graduate programs and help in enhancing diversity in academia. Departments and our graduate programs should proactively encourage our students to go on to graduate programs and train them for it.
5. Continue to standardize the recruiting process, be intentional, and make use of rubrics to reduce biases.
6. Pay attention to cultural taxation on minority faculty and decrease over reliance on them for service to help with retention. Document stories in addition to metrics. Recognize contributions of diverse faculty through awards and promotions. It was difficult for the women of color faculty group to meet during the pandemic.
7. Invest in culturally responsive pedagogy across the university. Can FCE address some of the DEI issues regularly?
8. Recognize and reduce gender biases in workloads and SOTE comments. Can new questions be added by students and faculty?
9. Address various backgrounds of our students who bring them to their classrooms, families, 2-3 jobs.
10. Everyone wants to be a leader, but no one wants to take on the tasks.
11. Denial (especially in search committees) is a reason for many inequities and impacts recruitment. Comments some senior faculty make in departments and on forums has an impact on retention. Xenophobia and Islamaphobia are real on our campus, and need to be addressed.
12. Teaching loads at CSUSB, small pool of diverse candidates, tough competition for them, low salaries, and lack of diversity that currently exists on our campus all contribute to difficulty in recruiting diverse faculty. Use of rubrics, credentials rather than feelings, reducing affinity biases and work with professional organization may help in recruiting diverse faculty.