

DEI in Faculty Recruitment, Retention & Development

February 28, 2022

Attendance: Allbaugh, Caruthers Collins, Dildar, Nicdao, Pantula, Srivastava, Sylva, Yang, Yildirim

Meeting Agenda

I. New Vice-Chair, Dr. Taewon Yang

II. Subcommittee Assessment

- a. Meeting on 2/17 with Chairs and Vice-Chairs
- b. Reviewed Logic Model and Assessment Planning Template
- c. Anthology Update

III. Discussion on Equity Gaps

- a. Connecting faculty recruitment, retention and development to decreasing equity gaps for students and increasing our student recruitment, retention and graduation
- b. Equity Gap efforts in various colleges and departments:
 - i. NSCI currently examining graduation rates, second year and third year retention rates, and DFW rates.
 - ii. COE working to identify and better support tenure-line faculty early in their careers. Workshops and group sessions. Ongoing initiatives for diversifying teaching candidates.
- c. Retention of faculty:
 - i. Consideration: Need a policy for spousal hires for faculty to avoid losing faculty hires because we do not have a system or a policy to bring qualified faculty spouses into CSUSB campus.
 - ii. One of the challenges to faculty retention may be high teaching load
 - iii. How does faculty (including full and part time lecturers) sense of belonging in the program, department, college, etc. impact the student sense of belonging?
- d. Campus visit feedback: Feedback we get from faculty candidates that have campus visits will be helpful. They will get a sense of the campus culture and be able to get feedback. This report will likely be done by Summer 2022.

IV. For next meeting:

- i. What else can we do to increase sense of belonging as we recruit faculty?
- ii. Other initiatives in various departments and colleges to promote reduction of equity gaps?

Resources:

- Free Webinar Opportunity: **“How Diversity and Inclusion Practices Can Guide Trauma Informed Leadership in Uncertain Times”** with Dr. Angela E. Batista.
 - March 2, 2022 at 11:00AM
 - Registration here: [\[LINK\]](#)