

DEI in Faculty Recruitment, Retention & Development

November 4, 2021

Attendance:

Yildirim, Allbaugh, Pantula, Nicdao, Yang, Sylva, Caruthers-Collins, Ramos, Dildar

I. Updates from the subcommittee:

- a. Caruthers Collins:
 - i. About 36 faculty searches currently underway.
- b. Pantula:
 - i. There was a presentation from the chancellor's office on student success. Provost asked each college dean to submit a 2-3 page plan for their college, as well as from each department. There is a process to get this feedback from faculty.
 - ii. Provost put \$10,000 call for equity gaps. Funnel the two proposals, one for one unit and one for \$5000 spread across a couple of units. Funded by the provost in an effort to foster culturally-responsive faculty
- c. Yildirim:
 - i. Chen Davidson is creating workshops on creating inclusive classrooms and decolonizing the syllabus and creating equitable learning environments
 - ii. Data indicates that URM students are at a disadvantage, regardless of faculty diversity

II. Discussion on equity gaps

- a. Equity gaps in DFWI rates - Mandate from Chancellor's office to reduce DFWI rates.
- b. Grades
- c. Graduation rates
- d. Co-curricular activities
- e. How does faculty diversity impact student equity gaps? Is there data on this? And how does closing faculty equity gaps help improve outcomes for students?
 - i. Faculty care for students is hard to maintain when faculty are overburdened themselves. Higher quality student engagement is needed but faculty may be stretched thin.

III. Faculty Data Needed

- a. Need to work with Tanner and IRR along with Tammy Sells to get data on faculty retention and promotion, salary range and pay, early tenure, time to tenure and promotion

- b. Discussion on faculty retention strategies and creating deliverables to help faculty feel supported.
- c. Faculty here have a heavy work load and it's a resource issue. This may be a future conversation for this committee: write a white paper on the faculty concerns and their correlation to student success.