

Strategic Planning Feedback Forum Summary of Results

Overall Summary Quantitative of Feedback

Demographic Breakdown

Groups	Headcount	%
Student	83	36%
Tenure-Track Faculty	66	29%
Lecturer Faculty	10	4%
Staff	37	16%
Administration	27	12%
Other	5	2%
Grand Total	228	100%

Overall Summary of Mission and Values

Topic	Headcount	Mean	% Strongly Disagree/ Disagree	% Neutral	% Agree/ Strongly Agree
Mission	223	3.75	16%	17%	67%
Values: Progress	216	3.96	9%	14%	76%
Values: Access	215	4.12	7%	13%	80%
Values: Community	214	4.16	7%	10%	84%
Values: Kindness	213	4.04	9%	15%	77%

Overall Summary of each goal statement and respective objectives

Topic	Headcount	Mean	% Strongly Disagree/ Disagree	% Neutral	% Agree/ Strongly Agree
Goal 1 Statement	208	3.93	8%	18%	74%
Goal 1 Obj. 1	205	4.09	6%	16%	78%
Goal 1 Obj. 2	205	4.02	8%	15%	78%
Goal 1 Obj. 3	206	4.14	5%	12%	83%
Goal 2 Statement	204	3.99	9%	11%	79%
Goal 2 Obj. 1	202	3.93	9%	15%	76%
Goal 2 Obj. 2	203	4.11	7%	9%	84%
Goal 2 Obj. 3	201	4.13	6%	11%	83%
Goal 3 Statement	199	4.11	7%	12%	81%
Goal 3 Obj. 1	198	4.08	6%	15%	79%
Goal 3 Obj. 2	201	4.15	4%	13%	82%
Goal 3 Obj. 3	200	4.18	4%	13%	83%
Goal 4 Statement	201	3.94	6%	18%	76%
Goal 4 Obj. 1	200	4.06	4%	16%	80%
Goal 4 Obj. 2	195	4.09	3%	19%	77%
Goal 4 Obj. 3	200	4.06	6%	16%	79%

Detailed Summary of each area by campus affiliation

Proposed Mission: “We are a diverse Coyote Community. We foster each other’s success—through active learning, intense mentoring, impactful scholarship, professional development, personal growth, and dedication to individual students’ needs—on campus, regionally, and globally.”

Affiliation	Headcount	Mean	% Strongly Disagree/ Disagree	% Neutral	% Agree/ Strongly Agree
Student	82	4.0	9%	18%	73%
Tenure-Track Faculty	64	3.5	23%	17%	59%
Lecturer Faculty	9	3.7	11%	33%	56%
Staff	37	3.7	19%	14%	68%
Administration	26	3.9	15%	15%	69%
Other	5	3.6	20%	20%	60%
Total	223	3.8	16%	17%	67%

Proposed Core Values:

Progress. Innovation, sustainability, and integrity are cornerstones that bolster our commitment to serving our students, faculty, staff and community members. We are responsible stewards of the university and the environment and are committed to sustainable growth and development.

Affiliation	Headcount	Mean	% Strongly Disagree/ Disagree	% Neutral	% Agree/ Strongly Agree
Student	79	3.9	13%	13%	75%
Tenure-Track Faculty	61	4.0	7%	16%	77%
Lecturer Faculty	10	4.0	0%	30%	70%
Staff	34	3.8	12%	15%	74%
Administration	27	4.3	4%	11%	85%
Other	5	3.8	20%	0%	80%
Total	216	4.0	9%	14%	76%

Access. We are committed to serving our student population and fostering their success. We recognize that equitable access to information, experiences, and resources are vital to a positive educational environment

and our commitment to inclusion. We believe in transparency, eliminating barriers, and empowering each other so everyone may fully participate in and derive the greatest benefits from university life.

Affiliation	Headcount	Mean	% Strongly Disagree/ Disagree	% Neutral	% Agree/ Strongly Agree
Student	78	4.0	9%	15%	76%
Tenure-Track Faculty	61	4.3	8%	5%	87%
Lecturer Faculty	10	4.0	0%	30%	70%
Staff	34	4.0	3%	24%	74%
Administration	27	4.3	7%	4%	89%
Other	5	4.2	0%	0%	100%
Total	215	4.1	7%	13%	80%

Community. We are actively engaged in contributing to the vitality of our region and committed to the social mobility of our students and community members. We value social justice and equity in all that we do, and work collaboratively to achieve collective and individual goals.

Affiliation	Headcount	Mean	% Strongly Disagree/ Disagree	% Neutral	% Agree/ Strongly Agree
Student	78	4.1	10%	10%	79%
Tenure-Track Faculty	61	4.3	5%	5%	90%
Lecturer Faculty	10	3.8	10%	30%	60%
Staff	34	4.0	6%	15%	79%
Administration	27	4.5	0%	7%	93%
Other	4	4.3	0%	0%	100%
Total	214	4.2	7%	10%	84%

Kindness. We recognize, respect, and value each member of the campus community, and treat everyone with kindness and compassion. We are invested in the academic, economic, social, emotional, and physical well-being of our students and campus colleagues. We believe a healthy university is one in which we all thrive.

Affiliation	Headcount	Mean	% Strongly Disagree/ Disagree	% Neutral	% Agree/ Strongly Agree
Student	77	4.1	6%	12%	82%
Tenure-Track Faculty	61	4.0	11%	15%	74%
Lecturer Faculty	9	3.9	0%	33%	67%
Staff	34	3.9	15%	12%	74%
Administration	27	4.2	4%	19%	78%
Other	5	3.6	20%	20%	60%
Total	213	4.0	9%	15%	77%

Goal #1: "Student Success."

Goal Statement: Students choose CSUSB to engage in inclusive experiences that foster their curiosity and transform their lives.

Affiliation	Headcount	Mean	% Strongly Disagree/ Disagree	% Neutral	% Agree/ Strongly Agree
Student	76	3.9	5%	25%	70%
Tenure-Track Faculty	58	4.0	10%	16%	74%
Lecturer Faculty	10	3.8	10%	30%	60%
Staff	33	4.0	9%	6%	85%
Administration	26	4.0	12%	12%	77%
Other	5	4.0	0%	20%	80%
Total	208	3.9	8%	18%	74%

Objective 1. Acknowledge and value students' cultural, linguistic, and social identities.

Affiliation	Headcount	Mean	% Strongly Disagree/ Disagree	% Neutral	% Agree/ Strongly Agree
Student	75	3.9	7%	24%	69%
Tenure-Track Faculty	58	4.4	2%	10%	88%
Lecturer Faculty	10	4.0	10%	10%	80%
Staff	32	4.0	9%	6%	84%

Administration	26	4.1	8%	15%	77%
Other	4	3.8	0%	50%	50%
Total	205	4.1	6%	16%	78%

Objective 2. Transform students' understanding of self as agents in a global society.

Affiliation	Headcount	Mean	% Strongly Disagree/ Disagree	% Neutral	% Agree/ Strongly Agree
Student	75	3.9	4%	23%	73%
Tenure-Track Faculty	57	4.2	7%	14%	79%
Lecturer Faculty	10	4.1	10%	0%	90%
Staff	32	3.9	13%	6%	81%
Administration	26	4.0	15%	8%	77%
Other	5	4.2	0%	20%	80%
Total	205	4.0	8%	15%	78%

Objective 3. Empower students to apply competencies that enrich their communities.

Affiliation	Headcount	Mean	% Strongly Disagree/ Disagree	% Neutral	% Agree/ Strongly Agree
Student	75	4.0	5%	19%	76%
Tenure-Track Faculty	58	4.3	7%	9%	84%
Lecturer Faculty	10	4.2	0%	10%	90%
Staff	32	4.1	3%	9%	88%
Administration	26	4.3	8%	4%	88%
Other	5	4.2	0%	20%	80%
Total	206	4.1	5%	12%	83%

Goal 2: "Faculty and Staff Success"

Goal Statement: Attract outstanding employees and retain them by cultivating an environment where they thrive professionally and personally; in which their voices are represented; and which fosters impactful collaborative partnerships with each other, with students, and with members of the wider campus community.

Affiliation	Headcount	Mean	% Strongly Disagree/ Disagree	% Neutral	% Agree/ Strongly Agree
Student	74	3.9	5%	20%	74%
Tenure-Track Faculty	58	4.1	12%	5%	83%
Lecturer Faculty	9	3.9	11%	11%	78%
Staff	33	3.7	15%	9%	76%
Administration	25	4.3	4%	4%	92%
Other	5	3.8	20%	0%	80%
Total	204	4.0	9%	11%	79%

Objective 1. Ensure fair, flexible, and efficient work.

Affiliation	Headcount	Mean	% Strongly Disagree/ Disagree	% Neutral	% Agree/ Strongly Agree
Student	72	3.9	6%	22%	72%
Tenure-Track Faculty	58	4.0	12%	9%	79%
Lecturer Faculty	10	3.9	0%	40%	60%
Staff	32	3.8	16%	13%	72%
Administration	25	4.3	4%	4%	92%
Other	5	3.8	20%	0%	80%
Total	202	3.9	9%	15%	76%

Objective 2. Promote a culture of trust which values and integrates human differences and cares for the holistic well-being of employees.

Affiliation	Headcount	Mean	% Strongly Disagree/ Disagree	% Neutral	% Agree/ Strongly Agree
Student	74	4.1	4%	15%	81%

Tenure-Track Faculty	57	4.2	7%	4%	89%
Lecturer Faculty	10	4.0	10%	20%	70%
Staff	32	3.8	16%	9%	75%
Administration	25	4.5	0%	0%	100%
Other	5	3.8	20%	0%	80%
Total	203	4.1	7%	9%	84%

Objective 3. Enhance pathways for professional advancement.

Affiliation	Headcount	Mean	% Strongly Disagree/ Disagree	% Neutral	% Agree/ Strongly Agree
Student	72	4.1	4%	18%	78%
Tenure-Track Faculty	58	4.2	7%	7%	86%
Lecturer Faculty	10	3.9	0%	30%	70%
Staff	32	3.9	13%	6%	81%
Administration	25	4.5	4%	0%	96%
Other	4	4.3	0%	25%	75%
Total	201	4.1	6%	11%	83%

Goal 3 "Diversity, Equity, and Inclusion"

Goal Statement: Advance an environment where every member of the University plays an active role in diversity, equity, and inclusion excellence through engagement, empowerment, education, and accountability.

Affiliation	Headcount	Mean	% Strongly Disagree/ Disagree	% Neutral	% Agree/ Strongly Agree
Student	70	4.0	7%	14%	79%
Tenure-Track Faculty	57	4.3	5%	4%	91%
Lecturer Faculty	10	4.0	0%	40%	60%
Staff	32	3.9	6%	19%	75%
Administration	25	4.2	8%	8%	84%
Other	5	4.0	20%	0%	80%
Total	199	4.1	7%	12%	81%

Objective 1. Uphold an unwavering commitment to create an enduring diverse, equitable, and inclusive environment.

Affiliation	Headcount	Mean	% Strongly Disagree/ Disagree	% Neutral	% Agree/ Strongly Agree
Student	71	4.0	8%	14%	77%
Tenure-Track Faculty	55	4.3	4%	13%	84%
Lecturer Faculty	10	4.0	0%	30%	70%
Staff	32	3.9	6%	19%	75%
Administration	25	4.3	4%	12%	84%
Other	5	4.0	0%	20%	80%
Total	198	4.1	6%	15%	79%

Objective 2. Strengthen our culture of belonging, acceptance, and appreciation for the unique characteristics and contributions of all students, faculty, staff, and administrators.

Affiliation	Headcount	Mean	% Strongly Disagree/ Disagree	% Neutral	% Agree/ Strongly Agree
Student	71	4.1	6%	17%	77%
Tenure-Track Faculty	57	4.3	4%	11%	86%
Lecturer Faculty	10	4.0	0%	30%	70%
Staff	33	4.0	6%	12%	82%
Administration	25	4.4	4%	4%	92%
Other	5	4.0	0%	20%	80%
Total	201	4.2	4%	13%	82%

Objective 3. Promote and support a campus culture that values and upholds civil rights and protections for all members of our community.

Affiliation	Headcount	Mean	% Strongly Disagree/ Disagree	% Neutral	% Agree/ Strongly Agree
Student	72	4.1	4%	15%	81%
Tenure-Track Faculty	57	4.3	4%	9%	88%
Lecturer Faculty	10	4.0	0%	30%	70%
Staff	32	4.1	6%	13%	81%

Administration	24	4.3	4%	8%	88%
Other	5	4.2	0%	20%	80%
Total	200	4.2	4%	13%	83%

Goal 4 "Internationalization"

Goal Statement: Distinguish CSUSB as a global institution that provides transformative international experiences to its campus community.

Affiliation	Headcount	Mean	% Strongly Disagree/ Disagree	% Neutral	% Agree/ Strongly Agree
Student	70	3.9	4%	24%	71%
Tenure-Track Faculty	58	4.0	9%	17%	74%
Lecturer Faculty	10	3.7	10%	10%	80%
Staff	33	3.7	9%	21%	70%
Administration	25	4.4	0%	4%	96%
Other	5	4.2	0%	20%	80%
Total	201	3.9	6%	18%	76%

Objective 1. Improve the global learning opportunities for students, faculty, and staff through enhancing globally-focused curricula and co-curricular activities.

Affiliation	Headcount	Mean	% Strongly Disagree/ Disagree	% Neutral	% Agree/ Strongly Agree
Student	71	3.8	6%	27%	68%
Tenure-Track Faculty	57	4.3	0%	14%	86%
Lecturer Faculty	10	3.7	10%	10%	80%
Staff	32	3.9	9%	6%	84%
Administration	25	4.4	0%	4%	96%
Other	5	4.2	0%	20%	80%
Total	200	4.1	4%	16%	80%

Objective 2. Expand student participation in education abroad programs.

Affiliation	Headcount	Mean	% Strongly Disagree/ Disagree	% Neutral	% Agree/ Strongly Agree
Student	67	3.9	6%	27%	67%
Tenure-Track Faculty	56	4.3	2%	16%	82%
Lecturer Faculty	10	3.8	0%	30%	70%
Staff	32	4.0	3%	19%	78%
Administration	25	4.4	0%	4%	96%
Other	5	4.2	0%	20%	80%
Total	195	4.1	3%	19%	77%

Objective 3. Grow and diversify the international student body.

Affiliation	Headcount	Mean	% Strongly Disagree/ Disagree	% Neutral	% Agree/ Strongly Agree
Student	71	3.9	6%	20%	75%
Tenure-Track Faculty	57	4.2	5%	14%	81%
Lecturer Faculty	10	3.7	10%	20%	70%
Staff	32	3.8	9%	16%	75%
Administration	25	4.4	0%	4%	96%
Other	5	4.2	0%	20%	80%
Total	200	4.1	6%	16%	79%