

Faculty Senate/Academic Affairs Retreat: Feedback Survey - May 2019

Q1. What information was most valuable to you and why?

<p>Generation of ideas at the table - there were some great suggestions! The presenters did a good job and provided some very helpful data and items for consideration.</p>
<p>the data presented were an eye opening experience, it was good to see the demographics of students and faculty on CSUSB campus. Also good to see that our campus is quite diverse even though we definitely can do more to increase the diversity on campus.</p> <p>speakers were interesting but being a faculty of color and involved in the anti-racial, social justice trainer, the information provided was not new to me.</p>
<ol style="list-style-type: none"> 1. The group activities were excellent 2. The prompts helped to focus the discussions 3. Facilitators also helped to move the discussions along 4. The atmosphere was friendly and discussions were candid. 5. The lead discussants e.g. Drs Greer and Garcia provided contexts to the discussions 6. It was good that we collected responses by having one person on each table to take notes and share
<p>Discussions around recruitment and retention.</p> <p>How to use websites to promote faculty work? Doing more to acknowledge faculty work. I think someone described it as bragging. I think that is a problematic and poor way to envision this work. It can impact hiring and application to graduate programs. Faculty are doing a lot of work and rendering it invisible by not acknowledging it is a program.</p>
<p>The data on faculty diversity (which need to be digested) and Garcia's presentation were valuable since they brought to light some useful information and constructive suggestions. Wil's personal story to start off was good, and the second half of the talk is actually more relevant. Discussion on what our students face daily could have been expanded more. I am hoping that the summary of what was gathered would be more useful to follow up on than leaving the room with some action items. Hopefully the summary will have some concrete steps faculty and administrators can use. Look forward to all of the slides also.</p>
<p>Hiring/diversity suggestions.</p>
<p>Student equity gaps</p>
<p>There was very little there that I did not already know. There were one or two specific suggestions that I intend to utilize, e.g. Diane's suggestion re office signs that say "questions are welcome here".</p> <p>The table conversations were useful in that we spent time discussing important issues with people we would not normally have done so.</p>
<p>I've been introduced to much of the presented information before, either through committee work or my own research/scholarly interests. But, it was a useful refresher. Dr. Greer's introduction was fantastic and captured the essence of why conversations like these matter.</p>
<p>Very valuable. Provided ideas on how to close the equity gap and to heighten awareness of the need for diversity in hiring.</p>
<p>The collaboration at the tables.</p>
<p>Information related to faculty inclusion because more efforts need to be made at CSUSB to improve the hiring and RPT processes</p>
<p>Data on students and faculty</p>

I was interested to learn more about the CO's dashboards because I can probably use some of that data to persuade my faculty to address some issues. The presentations were informative on the whole, so I feel that I came away knowing a little more about the issues that were discussed.
Hearing what others thought- see how similar or differently we were thinking on these topics.
It was good to have a frank discussion about what we need to change on an institutional level for students to succeed. I think being able to workshop some of the issues and strengths of the hiring process for faculty was helpful.
Generally speaking, the discussion of equity gaps was more informative, as most of the faculty recruitment information was familiar to me. I think having time to talk with colleagues and share ideas is particularly valuable.
is such a busy time of year. It would be better to have this kind of 'retreat' at the beginning of the academic year.
Will Greer's presentation
The information provided by the three faculty presenters (Wil, Angie and Donna) was the most valuable to me because it was new to me and was based on their own research and areas of expertise, and because it provided information on best practices for moving forward toward reducing equity gaps.
actions was very helpful. This encouraged directed creativity in response to important challenges at CSUSB.
Didn't personally learn anything new. Enjoyed listening to our first speaker.
unconscious bias, need more training
spending time with people in different roles at the university
Statistics about faculty and students, conversations with others
Ability to drill down into course data for equity issues.
The process of working together with people I didn't know.
I found the discussions on student diversity helpful and the focus on "inclusion" instead of "diversity" a much better approach. I liked the discussion of dashboards, but would like to know more about why there is so much disparity among students - far too often we look at statistics and don't ask why. Moreover, I liked the faculty presentations about student experiences and debates about what "diversity" and "inclusion" mean - more of this would be helpful. Far too often administrators see diversity and inclusion only in terms of race and gender, which excludes many different groups and identities. Our definition of diversity on this campus is outdated and the charts sometimes are too simplistic. This was the first time I saw some movement to talk about a more inclusive definition of diversity. Kudos to the organizers.

Q2. Do you have any recommendation for next year?

I think by 2 pm everyone was tired. It was fine to have a short lunch and keep going through the material, so I think that worked.
I would like to be on the planning committee, even though I was on the committee this year, I was not listed. I attended two planning meetings and was not invited to the remaining committee meetings if there were any because the committee said at the last meeting that I was at that it was going to be the last one. Oh well.... I am the silent minority, I guess I think it would be good to actually talk about what is shared governance and what we can do to improve and the process of how we can get there for our campus.

<p>1. Include representatives of staff and students</p> <p>2. Make this kind of retreat a yearly event</p> <p>3. Ask the Faculty Senate to propose a topic for discussion next year</p>
<p>Continue discussion on how to attract more students and get them to feel connected. How about we replace freshman with phrase first years??</p>
<p>Break it up in to two separate days of 3 hours each, 9 to noon, and have lunch. People were wiped out in the afternoon.</p> <p>A group that I would like to have seen in the room is students. Do we really know what they are going through daily? At least having a focused group with them, and bring the results (in case students dont feel comfortable being in the mix) to the discussion.</p> <p>Similarly, bring the experiences of people who interviewed with us and what they would recommend that we do better or did better. And, have the chairs of the search committees speak what worked this year and what didnt in terms of lack of diversity this year, and discuss what they may do better in the next search.</p>
<p>Follow-up of adopted strategies.</p>
<p>Overcoming student under preparedness</p> <p>Addressing junior faculty needs - faculty housing program, etc</p> <p>Addressing faculty needs in general - child care, etc.</p>
<p>Please make sure that the session is valuable also to the more experienced members of the group.</p>
<p>A little more time during roundtables (without extending the overall program) would be useful. As a time-saver, I'd suggest hearing from a sample of tables (rather than each table) after each question as much got repetitive.</p>
<p>Dealing with conflict.</p>
<p>Build on what was recommended this year.</p>
<p>Hopefully, efforts to attract faculty senate participation will be more successful.</p>
<p>Shorter format--some of the material could have been covered in less time.</p>
<p>Shorter time. Fewer data slides, but more helpful narration to point out the take-home message. It is too much to look critically at 8 to 10 line graphs. Also, it would be good to actually show how to drill down to a department level. And if there are successes on campus student success and hiring success (aside from Will :)) that might be inspirational.</p>
<p>None at this time</p>
<p>I think perhaps focusing on one topic, instead of two, perhaps with a slightly shorter event, would be wise. It seemed as though everyone was running out of steam by 2:00.</p>
<p>Give more than 8 working days notice of the event and send invites directly to the invitees. Send agenda items and data earlier also so that we can have chance to cogitate. The information provided seemed superficial without sufficient knowledge of the background and baseline information.</p>
<p>We need more advance notice - there is so much going on at this time of the year.</p>
<p>Perhaps shorter like half a day. The full day made the last half kind of tiring, and there wasn't as much energy in the room like there was in the morning.</p>
<p>Perhaps a guest speaker on reducing DFWI rates followed by round-table discussions?</p>
<p>Perhaps reduce it to 5 hours instead of 6. I was pretty exhausted by the end of the "retreat".</p>
<p>Having every table share multiple ideas took too much time. I would recommend asking for a few volunteers to share their most innovative ideas, but not have every table speak every time.</p>

Will anything result from the this very large investment of time by over 80 folks? I would like to see a reporting out of what, if anything, actually changes as a result of our discussion.
make it shorter
standardize the definition of UMR
I'm not sure having this once per year will accomplish things, where is the followup?
More on how to address equity issues like gpa differentials
I would shorten it by providing detailed discussion on one topic.
The retreat was good and it was nice to sit with various different people. I would like to have various topics, not just one, dealt with at the retreat as the second half of the day is information that has been covered numerous times (albeit it was updated) at various other meetings we have attended throughout the year. I should note, that I have now attended 10 trainings and sessions about diversity in the past 2 years - a lot of repetitive information comes out in these sessions and there seems to be no acknowledgement of the broader definition of diversity, including abilities (physical and mental), sexuality, international differences, language, culture etc. It seems we only focus on things that we can be sued about or stats. Thus it can be somewhat frustrating to sit and listen to the same information over and over again that seems not geared towards making it a true inclusive environment. If a variety of topics are dealt with in a future retreat, it may be more beneficial for those of us who attend, so that there is something for all. Also, it may be helpful to do this in Winter quarter when we aren't so busy trying to fit all the various meetings etc. in.

Q3. Please provide any additional feedback or comments.(Example: presentation, format, room and/or food)

Another serving of coffee for the afternoon (the morning coffee became cold by lunch time); the decor and candy were appreciated; door prizes are fun as well!
the assigned tables were very good and got to know others that I did not know. too bad that my people at my table left before the end of the session but it was great to have others joined our table. Thank you, Provost.
the room was good the way it was set up and food was excellent. The table decorations were very fun and definitely yummy.
Presentations and format were great.
Food was good and thank you for all the treats on the table.
Coffee could have been a tad hotter but I was so glad it was available in the morning!
Room and food are fine. Presentations were ok, though Angie's talk could improve. Similarly, some of the data presentations could have a few bullets of summary on the side of the graphs. For example, in Lori's presentation, except for the time when she asked the question of lack of diversity on committees, there were not pauses to question how we are doing on diversity over the years- just a few bullets of summary or asking the audience what they see or interpret would be beneficial.
Overall, it was a very good and engaging retreat. Congratulations! There were not too many bullets traded and there was some genuine interest to address about diversity, inclusion and student success. Proof is in the pudding- depends on what we do with the information gathered.
The format was efficient in gathering feedback on a large scale.
The food was great

<p>The lunch was delicious. Great choices!</p> <p>The coffee and tea were cold and insufficient in quantity. Sodexo are (as usual) not very good at getting all the details right... they usually need to come back (multiple times) to fix things. The room was good, and the format was mostly fine. It is unfortunate that when questions were asked about data that wasn't already on a slide, nobody had any answers. Also, it would be helpful to send the slides in advance (or even that day) to members of the group.</p>
<p>Have our friends at Sodexo set up a two-sided buffet, which is a fairly easy feat. The last folks didn't get through the buffet line until 12:25, and the program resumed at 12:30. Also, there's no reason for the coffee to get cold or the water to run out. Hydration is the key to happiness, after all. Incorporate a couple of 5 minute stretch breaks so that folks can move a little and regain focus. The room was ideal and, even though we were on campus, the location felt far enough away from normal campus activities to create a retreat-ish atmosphere. Overall, while the idea of a six hour retreat at this time of the year is nobody's favorite, I thought it was a productive session. My only other thought is that, basically, the room was full of the usual suspects and a few others. This is good in that leadership was well represented. But, many of the action items (to the extent that any were defined) revolved around other campus stakeholders (primarily faculty), and there weren't any next steps introduced on how these other folks were going to be informed about the retreat's outcomes or otherwise enlisted in the cause.</p>
<p>The air conditioning was strong.</p>
<p>For equity, to drill down to what it means to eliminate gaps and what specific activities we need to do to ensure inclusiveness.</p>
<p>Everything was excellent, thank you</p>
<p>The room was good; food was excellent. Presentations were mostly excellent. I thought that there was some redundancy to the questions that we were asked to discuss at our tables, particularly for the afternoon session. That session was too long for the amount of material. Overall, a half-day retreat might have been more appropriate.</p>
<p>food was outstanding, room was very nice. I just think we could have gotten more done in less time and it is a very busy time of year- graduate research projects first review due in one week, so lots of reading for supervisors.</p>
<p>I liked the presentations. It was a nice mix of activities.</p>
<p>I think the format was good--a nice mix of information and discussion. I do think that we probably need to spend more time talking about how/why/if certain data is significant, however, rather than taking it at face value and running with it. Developing a shared understanding of the quantitative metrics is important. Here again, maybe focusing on a single topic would provide more space for those kinds of conversations</p>
<p>Again, I would say a half day would work better. It just did not seem like people were as engaged after lunch, and some people left after eating lunch.</p>
<p>The food was excellent!!</p>
<p>Presentations, food, and room were great!</p>
<p>no</p>
<p>We fund priorities. If we truly want things to change, we should put funding behind our efforts.</p>
<p>Everything was great</p>
<p>Food was good, needed to get refills on water.</p>

I liked sitting at a table with different people, the food was good. The lighting in the room was giving me a headache though, but overall, it showed impressive attempts to make it a fun and engaging day. I appreciated the joint Senate/Academic Affairs retreat. It would be good to see some action out of the day instead of just talking about these issues. But thanks to all who organized it.