



President's Diversity, Equity, and Inclusion (DEI) Board Faculty Recruitment, Retention, and Development Subcommittee

October 2, 2025 Meeting Summary

Attendees:
Ece Algan
Conrad Shayo
Angela Horner
Donna Garcia
Katherine Hartley - Steering Committee
Christina Hasijsa – Standing Member
Robert Kryiakos Smith
Marc Fudge

Upcoming Meeting dates

- October 9th 10:00 am – 11: 00 am AD 103 **In-person**
- October 30, 2025 10:00 am – 11:00 am **Zoom**
- November 13th 10:00 am – 11: 00 am AD 103 **In-person**
- December 11th 10:00 am – 11:00 am AD 103 **In-person**

The DEI subcommittee for Faculty Recruitment, Retention and Development reviewed their meeting schedule and discussed their accomplishments from the previous year, including the creation of an internal faculty grant program and ongoing work on faculty scholarship support. The group addressed concerns about teaching workload and the visibility of DEI initiatives, while also discussing strategic planning for the upcoming academic year and reviewing progress on last year's DEI goals. The committee concluded by discussing their future strategies and the importance of institutionalizing fairness, equity, and inclusion, with plans to work with various committees and attend FAC meetings for policy discussions.

DEI Faculty Recruitment and Development

The DEI subcommittee for Faculty Recruitment, Retention and Development discussed their meeting schedule, with plans for two meetings before the fall retreat on October 14th. Angela shared a shared drive containing documents from 2021 onwards, including the strategic plan and goals. The committee reviewed their accomplishments from last year, including the creation of an internal faculty grant program to replace funds that were previously taken away due to federal government administrative changes. They also discussed their ongoing work on faculty scholarship support and plans to create a funding mechanism for course releases, with help from Tim Akers.

DEI Initiatives and Teaching Workload

The subcommittee discussed two main topics: the visibility of DEI initiatives and teaching workload concerns. Concerns were raised about whether to explicitly label DEI initiatives in their public-facing work, while others noted that the underlying work could continue regardless of nomenclature. Christina mentioned that we do not need to change our DEI focus. President Morales has been resolute in supporting this. The group also addressed concerns about increasing teaching loads and class sizes. Christina clarified that while there were no

across-the-board directives, specific departments might face different requirements based on enrollment. Ece and Donna emphasized the importance of legally defensible resource distribution, particularly given ongoing EEOC complaints and the university's previous involvement in the PHD project.

DEI Strategic Planning and Goals

The group discussed their DEI initiatives and strategic planning for the upcoming academic year. Several ongoing projects were outlined including RPT Task Force work and resource reviews, and proposed aligning future goals with the 2028 Strategic Plan's Goals 2 (Faculty and staff success) and 3 (DEI). The team agreed to review and rank potential goals using the SMART criteria by next Wednesday, with Angela providing a spreadsheet to track previous DEI board work. They also discussed faculty hiring across departments, with Christina confirming three new hires last year for an accredited program and Conrad noting his school's loss of seven faculty lines, highlighting the need for strategic hiring in critical areas.

DEI Progress and Initiatives Review

The group reviewed progress on last year's DEI goals, including efforts to improve hiring practices, conduct department chair training on DEI support, enhance faculty professional development, and integrate DEI into curricula. They discussed the need to follow up with department chairs to measure the effectiveness of the training sessions. Angela and Bobby reported on their work with the Instructional Quality Committee to incorporate DEI best practices into classroom evaluations, which will continue through that committee. The group also noted that DEI Liaisons had been established for each division and department. Finally, Dr. Anika Anderson was awarded for her commitment to DEI in teaching and research.

Strategic Planning for Equity Initiatives

Donna suggesting the committee consider our overall strategy, and ask “what is this group’s overall strategy?” before prioritizing specific initiatives. Angela emphasized the need to focus on lasting policy changes, others agreed to assist the RPT Task Force in incorporating DEI goals into institutional policies.

The group agreed to work on institutionalizing fairness, equity, and inclusion, and making whole those that have been impacted, regardless of future leadership changes. Donna proposed that committee members attend FAC meetings to discuss RPT changes and provide feedback on policy drafts.

Next steps

- All committee members to review the shared drive documents and strategic plan goals by Wednesday to rank order priorities for the upcoming academic year. Please refer to the SMART goals shown below.
- Marc to check and share the status of previous strategic plan goals before the weekend to help with the ranking process.
- Angela to update the spreadsheet to include the grant funding provided at the end of the previous year for DEI-related research.
- Angela to contact Faculty Senate to get the list of members for the Instructional Quality Committee.
- Angela to schedule Instructional Quality Committee meetings to continue work on classroom evaluation recommendations.
- Donna to arrange for RPT Task Force members to attend a Faculty Affairs Committee meeting to discuss DEI-related RPT changes.

What are SMART Goals?

Every successful business has clearly set and articulated goals to attain specific objectives.
SMART Goals is an acronym for specific, measurable, attainable, relevant, time-based objectives.

SPECIFIC	MEASURABLE	ACHIEVABLE	RELEVANT	TIME-BASED
				
Answer the 5W's: • Who's involved? • What do I want to accomplish? • When do I want to achieve this? • Where does my goal take place? • Why is the goal important?	What metrics are you going to use to determine if you meet the goal? If it's a project that's going to take a few months to complete, then plan and set some milestones by considering specific tasks to accomplish.	The goal is meant to inspire motivation. Think about how to accomplish the goal and if you have the tools/skills needed. If you don't currently possess them consider what it would take to attain them.	A goal needs to align with your company objective. • Does this seem worthwhile? • Is this the right time? • Does this goal align with my other goals? • Am I the right person to be working on this project/task?	Anyone can set goals, but if it lacks realistic timing, chances are you're not going to succeed. Ask specific questions about the goal deadline and what can be reached and accomplished within that time period.

Next meeting: Thursday, October 9th, 11:00 am, room AD 103