



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

Goal 2 – Faculty & Staff Success

Strategy 2.1.3 - *Examine and reform CSUSB policies and procedures to facilitate faculty's ability to use professional development (and grant) funds in order to hire students, acquire equipment, etc. in a timely and efficient manner.*

Many faculty have experienced challenges when trying to acquire and utilize professional development funds & grant funds that would assist them in their research, scholarly activity and hiring student/graduate assistants. This dilemma often results in faculty's inability to continue conducting research which poses several problems, including a lack of research activity and professional development (impacting tenure and promotion).

Measurable outcomes:

Conduct group discussions, by college, to examine all of the issues associated with this challenge. Present actionable strategies to present at FAC and the faculty senate plenary by the end of the AY. Provide info mid-Spring 2026.

- This would include OSR, UEC, HR, Financial Aid Office
- Staffing and retention of staff is an issue as well

Working group: Ece, Christina, Katherine, Conrad

WE WILL REMOVE THIS STRATEGY FOR THIS AY

Strategy 2.1.5 – *Develop new pathways to reward faculty who excel in research or creative activities*

We will continue working on this strategy in AY 2025-26 to expand funding opportunities. FRRD will allocate grant money/funds to faculty who engage in DEI-related research and scholarship. Similar to a mini grant, a specified amount of money would be awarded to each faculty on a competitive basis. These funds may serve as "seed money" to support larger grant efforts sought by faculty. This strategy addresses the issue of insufficient funding for research & scholarly activity.

Measurable outcomes:

Work with Associate Provost for Academic Research to secure external grant funding to support faculty reassigned time.

- Continuation from last year awards
- Seed money for faculty to apply for a larger grant
- Ask Tim Akers office if he can match money?

Budgeted amount: \$4000

Working group: Marc, Christina, Angela, Jane, Ece

Strategy 2.3.2 - Enhance professional development opportunities for staff and faculty

We will continue to provide funding for faculty engaged in DEI research like last year, while working to expand funding opportunities that can benefit more faculty. This strategy addresses the issue of insufficient funding for faculty travel.

Measurable outcomes:

Provide a call to faculty who seek funding to support DEI-related research & scholarly activity, to be awarded to them this AY.

Budgeted amount: \$2000

Working group: Marc, Christina, Angela, Jane, Ece

Goal 3 – Diversity, Equity & Inclusion

Strategy 3.1.2 - Enhance equity and inclusion in our curricula including pedagogy and assessment

FRRD will administer funds to faculty, on a competitive basis, to be trained, and thus train other faculty, to improve the classroom evaluation processes, in particular the classroom visit process. An essential component of this training would focus on examining the extent that DEI practices/pedagogy are embedded in courses. This strategy will enhance equity and inclusion in our curricula, pedagogy and assessment.

Measurable outcomes:

To measure this outcome, we will create a website where these resources can be shared. We will then define what DEI-informed pedagogical practices in assessments refers to. We will also assess all of the syllabi of FTF to see, to what extent, they are incorporating multicultural activities, assignments, lectures & videos.

Budgeted amount: \$4000

Working group: Robert, Angela, Conrad, Donna, Jane

Maybe primarily focus on class visit process.

Strategy 3.1.6 - Create a directory of DEI experts across campus and a repository of DEI resources

Working with campus partners, identify DEI experts across campus that can provide guidance and leadership to evaluation and hiring committees to ensure that DEI is appropriately included in their processes and assessments.

Measurable outcomes:

Working with College DEI Liaisons, the director of HR Initiatives, and others, we will identify DEI experts in each college and department.

Working group: Katherine, Conrad, Jennifer

Self – nominate

Submit an application

Strategy 3.1.8 – Create annual reporting on DEI progress for each division and college

FRRD will gain feedback from college deans and department chairs on their respective DEI efforts. This AY we will help administrators create measurable goals and outcomes that can be assessed on a regular basis.

Measurable outcomes:

Develop measurable DEI goals, by department and college, that we can track and assess for change and growth annually.

Working group: Conrad, Donna

Strategy 3.2.1 - Recognize and reward members of the university community who demonstrate a commitment to diversity, equity, and inclusion

We will continue to help identify promising members of the faculty who are worthy of consideration for the Presidential DEI award. [Dr. Anika Anderson]

Measurable outcomes:

Accept nominations for faculty who continue exemplary DEI efforts in the community and across our campus and award funds to one recipient/winner

[Funds for this strategy came directly from the President's DEI board last year. We will continue to administer the grant & expect continued funding from the DEI Board to support this strategy.]

Working group: Full committee