



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

October 9, 2025 Meeting Summary

Attendees:
Ece Algan
Conrad Shayo
Angela Horner
Jennifer Conejo – ASI representative
Katherine Hartley
Marc Fudge

Upcoming Meeting dates

- 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.

In preparation for the DEI Board Fall retreat, the FRRD subcommittee identified several strategies to work on in AY 2025-26. The strategies are: 2.1.3, 2.1.5, 2.3.2, 3.1.2, 3.1.6, 3.1.8, and 3.2.1. To help drive the goals selected, The FRRD subcommittee decided that we want to institutionalize CSUSB policies and procedures to improve faculty development.

Goal 2 – Faculty & Staff Success

Objective 2.1 – Ensure equitable and efficient work

Strategy 2.1.3 - Examine and reform CSUSB policies and procedures to facilitate faculty's ability to use professional development 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 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).

Strategy 2.1.5 – Develop new pathways to reward faculty who excel in research or creative activities with assigned time.

We will continue working on this strategy in AY 2025-26 to expand funding opportunities. [Research & scholarly activity]

Objective 2.3 - Enhance pathways and guidance for professional advancement

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. [Travel grants]

Goal 3 – Diversity, Equity & Inclusion

Objective 3.1 – Uphold an unwavering commitment to an enduring diverse, equitable and inclusive environment

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

Create website resources on DEI pedagogy; Scaffold DEI informed pedagogical practices in assessment, and; Evaluate the course syllabus to determine if it incorporates a multicultural approach in textbooks, lectures, videos, activities, and assignments. Continue ongoing work with RPT taskforce, IQC, and TRC.

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.

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

Continue the work done last AY where this subcommittee gained 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.

Objective 3.2 - Strengthen our culture of belonging, acceptance, and appreciation for the unique characteristics and contributions of all students, alumni, faculty, staff, and administrators.

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]