



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

October 30, 2025 Meeting Summary

Attendees:
Ece Algan
Conrad Shayo
Angela Horner
Jennifer Conejo – ASI representative
Donna Garcia
Robert Kyriakos Smith
Marc Fudge

Upcoming Meeting dates

- 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 strategies 2.1.3, 2.1.5, 2.3.2 & 3.1.2, refined the measurable outcomes and identified whom would be responsible for working on each strategy. We continued to refine the budget requests for those strategies and will continue reviewing strategies 3.1.6, 3.1.8 & 3.2.1 at our November 6th meeting. Prior to our next meeting, we will also reword the goals of strategy 3.1.2.

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 (and grant) funds in order to hire students, acquire equipment, etc. in a timely and efficient manner. Ece, Christina, Katherine, Ted, Conrad

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

Strategy 2.1.5 – Develop new pathways to reward faculty who excel in research or creative activities [with assigned time]. *Marc, Ted, Christina, Angela, Jane*

We will continue working on this strategy in AY 2025-26 to expand funding opportunities. [Research & scholarly activity] \$4000 (Provide \$ for faculty who engage in DEI-related scholarship)

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?

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] Marc, Ted, Christina, Angela, Jane

\$2000(?) is contingent upon the amount of funding received for strategy 3.1.2 [We will need to specify how much \$\$\$ will be budgeted here. We can always re-evaluate the budgeted amount at a later date.]

Measurable outcomes:

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

Goal 3 – Diversity, Equity & Inclusion

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. Robert, Angela, Donna, Jane \$4000(?) (Provide \$ incentive for trained faculty on informed DEI pedagogical approaches & assessments. What should those areas cover?)

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.

- Idea is similar to “Training-the-trainer”

A discussion on the below strategies has been tabled until our November 6th meeting.

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. Katherine, Conrad, Jennifer

Measurable outcomes:

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

[We may begin by identifying former DEI fellows, current liaisons, members of this subcommittee and other DEI board subcommittees.]

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. Conrad, Christina, Ted, Donna

Measurable outcomes:

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

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] Robert, Katherine, Christina

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.]