



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

February 24 9:30 am – 10:30 am

Zoom: <https://csusb.zoom.us/j/88332373260>

Ece Algan	Ted Young
Jane Chin Davidson	Angela Horner – Co-Chair
Katherine Hartley - Steering Committee	Donna Garcia– Co-Chair
Christina Hasija – Standing Member	Marc Fudge – Co-Chair
Jennifer Conejo - (ASI representative)	
Conrad Shayo	
Robert Kryiakos Smith	

Key Takeaways

1. Faculty Learning Community (FLC)

- Will pilot in one college, then expand campus-wide in spring.
- Focus: classroom visitation rubrics and peer coaching practices.
- **Funding gap:** ~\$6,000 still unresolved.
- Angela and Sarah are adapting a proposal (based on an existing peer coaching model) for **fall recruitment**.
- Need to recruit facilitators across colleges, especially newer and associate faculty.

2. RPT (Retention, Promotion, Tenure) Processes

- Visitation report template is heading to the Faculty Affairs Committee (FAC) for likely fast-track approval.
- Policy work will continue despite upcoming committee leadership changes.
- Lecturers were mistakenly sent an RPT survey → highlighted need for a **separate lecturer evaluation task force**.

3. Equity Champion Initiative

- Very low interest (only 1 applicant).
- Plan to **increase outreach**, especially to probationary faculty.
- Concerns: unclear role expectations and workload.
- Some overlap/confusion with other campus DEI efforts.

4. DEI Survey & Reporting

- Proposal for an **annual DEI progress survey** for chairs/deans.
- Concern about survey fatigue → may integrate with or pull data from existing HAIRY survey instead.
- Plan to work with Institutional Research to access **college-level data**.

5. Communication & Process Issues

- RPT survey misdistribution caused confusion among lecturers → future distributions will be tightened.
- Recognition of need for clearer differentiation between faculty groups in policies and surveys.

6. Spring Retreat

- Team will present a **one-slide summary** of annual progress.
- Collaboration will happen asynchronously.