



**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	

Quick recap

The meeting focused on finalizing the Equity Champion program, including the application process, eligibility criteria, and benefits. The group discussed the structure of the program, such as term limits, training requirements, and the possibility of including graduate students and staff. They agreed on a three-year renewable term for equity champions, with training to be provided by Donna. The application deadline was set for April 6th, with notifications to be sent out by the end of May.

Curriculum Equity and Funding Strategy

The group discussed strategy 3.1.2, focusing on enhancing equity and inclusion in curricula. They planned to meet with Sarah Dunn and Fadi to review progress and discuss classroom visitation peer observers. Marc mentioned securing \$4,000 in initial funding, with additional contributions from Donna (\$1,500) and Angela's dean (\$1,000). They agreed to seek more funding from deans and other organizations, with plans to create a comprehensive funding request after their next meeting.

Equity Champions Selection Strategy Update

The group discussed using Size Space, an app for identifying DEI-related funding organizations, with Angela having an upgraded subscription. They reviewed strategy 3.1.6 regarding Equity Champions, agreeing to remove bullet points 2 and 4 and reframe them as part of the job description. Donna expressed concerns about faculty recruitment training, highlighting existing resources from a previous million-dollar grant. The group decided to implement a ratio-based system for selecting Equity Champions, with 2-3 per college based on faculty size, and agreed to organize training sessions led by Donna using the existing best practices manual.

Equity Champion Faculty Recruitment Certificate

The group discussed creating a certificate program for equity champions focused on faculty recruitment best practices. The program will include training and certification, with formal recognition coming from the

President's DEI board. The group discussed the creation and structure of an Equity Champion Network, deciding that champions would serve renewable 3-year terms beginning in the 2026-27 academic year, with training to be conducted at the start of the next academic year. The group discussed the timing of notifications for selecting new champions, considering the spring break schedule and application review process. They agreed to set the application deadline for April 6th, with a meeting on April 7th to review applications and make selections. The notifications to successful candidates will be sent out before the end of the spring semester, with the exact date to be determined after their DEI Board meeting on April 21st. They also confirmed that graduate students and staff could apply to be champions, though the group noted that graduate students might serve more as mentees than as full champions.

Equity Champion Application Process Updates

The committee discussed the application process for equity champions, deciding to maintain the current eligibility criteria and to provide a detailed breakdown of applications by category (faculty, administrators, staff, and graduate students) on the 7th. They agreed to establish a one-page limit for applications and set a submission deadline before the end of the 2026 spring semester.

Next steps

- Marc, Donna, and Robert: Attend meeting with Sarah Dunn and Fadi regarding strategy 3.1.2 (enhancing equity and inclusion in curricula) and summarize findings/next steps for the group by the March 3rd meeting.
- Marc: Send a similar email to other deans regarding funding for the equity and inclusion initiative.
- All (subcommittee): Review Equity Champion applications by the April 7th meeting and prepare to select candidates at the April 7th or April 21st meeting.
- Tally and summarize the number and types of applicants for the Equity Champion role and update the group at the April 7th meeting.