

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

October 28, 2024 3:15-4:00 pm
Zoom meeting Link <https://csusb.zoom.us/j/9095374336>

Meeting Room **-** Administration 103

**MEETING ATTENDANCE**

**Participants:**Check the box if present.

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| ​​☐​   Kelly Campbell, Steering Committee Liaison  | ​​☐​ Ted Young, Subcommittee Member  |
| ​​x​   ​​Lori Caruthers Collins, Chair  | ​​x​ Robert Kryiakos Smith, Subcommittee Member  |
| ​​x​   Angela Horner, Vice Chair  | ​​☐​ Conrad Shayo, Subcommittee Member  |
| ​​x​   Marc Fudge, Subcommittee Member  ​​x​   Jane Chin Davidson, Subcommittee Member  | x​ Brad Owen, Subcommittee Member ☐​ Carson Fajardo, Student Member Guest: Jessica Carillo (?)Guest: Tim Akers Assoc Provost for Academic Research​​​​​ |
| Introductions: Angela, Lori, Marc, Bobby, Brad, Brad, Ted, Jane, Tim**MEETING AGENDA** |  |

*(5 minutes)* –

**If you could have someone follow you around all the time, like a PA, what would you have them do?**

Ted – answer my email!

Bobby – too paranoid to have followers! Clean up after me?

Jane – read poetry to me all day

Tim – give me opinions all day

Brad – monitor internal dialogue, help frame positive thoughts

Lori – read thoughts and opinions to me

Angela – if not a real person, then AI robot should re-direct me every 20 -30 mins

Last DEI event: Temecula massacre book. Lori and Bobby both won raffled books. Incredibly powerful and moving event.

Ted shared some background about how close to home it is.

**1) Announcements** *(5 minutes)*

* **Upcoming DEI Events**
	+ - *🎉 Join us on Thursday, November 7th, from 12:00-1:00 PM at the SMSU South Theater (107) for CSUSB's National First-Generation Celebration!*
		- *Hear from a panel of First-Gen students, alumni, faculty, and staff as they share their inspiring academic, career, and personal journeys. 🌟*
		- *Lunch will be provided, and RSVP is required! Head to Coyote Connection to reserve your spot. RSVP at:* [*https://csusb.campuslabs.com/engage/event/10632817 [csusb.campuslabs.com]*](https://csusb.campuslabs.com/engage/event/10632817%20%5Bcsusb.campuslabs.com%5D)

Marc – reached out to Tim based on conversation in DEI sub-committee: can we secure grant funding to aid in reducing teaching load? Particularly those engaged with DEI related research.

Tim – Identify where the issues are in the university. DEI is embraced/emphasized in some orgs, some not so much. Tim shared his relevant background from an HBCU (Morgan State), and minority health advisor with CDC

NSF – has TIP tech, innovation and partnerships:

Suggested whiteboarding concepts that combines disciplines e.g., science of pedagogy could bring in lots of different disciplines – brainstorm session

Philanthropic dollars are often not pursued

Kimberly Collins – oversees transportation center. Research in transportation has more funding. Internal seed funding.

Science of DEI pedagogy in NSF, find a way to buy out opportunities

Question to us: how do we operationalize DEI in this committee?

Shared anecdote about creating a group focusing on quantum literacy, uniting multiple disciplines.

AH – toots horn about Center on Aging,

Tim shared anecdotes about health disparities (need to review notes)

Back to Marc’s original idea – focus on course buyout/funding for faculty focused on DEI research topics, could be spanning many disciplines

Tim – send to Tim some thoughts on DEI brainstorming for funding, then meet as a team to mind dump/ideation space. Tim “science of pedagogy”

Bobby – center ourselves as HSI serving university in applications.

Tim and Ryan Keating meeting on something called a Futures conference, similar models from HBCU can be applied here at HSI.

Marc will be point person for communicating with Tim Akers brainstorming/concept-mapping.

Marc and Lori and others share connections to HBCU.

**2)** **New Discussion** *(15 minutes)*

* Funding opportunities to support faculty in their DEI work so faculty can be rewarded/bought out for dedicating time to apply for external funding.

Guests

* Dr. Tim Akers, Associate Provost for Academic Research
* Jessica Carrillo, Administrative Analyst, Academic Research

**Updates/Progress** on tasks outlined on google goal sheet*(15 minutes)*: <https://docs.google.com/spreadsheets/d/1PyT2XQbRZWy8vlQM8D4kd6iJyvn3PuX44g5sTUjAY_8/edit?gid=758262441#gid=758262441 [docs.google.com]>

**Goal 2: Faculty & Staff Success**

Attract and retain outstanding and dedicated staff and faculty by cultivating a safe environment where they thrive professionally and personally; in which their voices are represented, which fosters impactful collaborative partnerships.

**Goal 3: Diversity, Equity & Inclusion**

Advance an environment where every member of the university plays an active role in diversity, equity, and inclusion excellence through engagement, empowerment, education, and accountability.

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| Ted, Jane, Lori | Create a more efficient and equitable hiring process. * Update: not much due to fewer hires (check log)
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| Conrad, Jane | Conduct information sessions for department chairs on ways to support DEI in their college.* Jane: being available for questions from chairs, needs to be consolidated effort. How best to reach out to chairs to support DEI efforts and training. Work on creating a toolkit that can easily be referred to and utilized.
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| Kelly, Angela | Enhance professional development opportunities for faculty.* Angela: DEI professional award has not been well advertised; only 2 applications so far. Chairs council.
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| Angela, Mark, Bobby, Ted, Brad | Enhance equity and inclusion in our curricula including pedagogy and assessments.* RPT task force has not met yet at this time; will in November. Angela invited Bobby to join the Instructional Quality Committee
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| Conrad, Lori | Establish DEI champions for each division and department. *DEI subcommittee collaborators meeting on 10/15: Gerard Au, Michelle Bell, Lori Caruthers Collins, Isabel Guzman, Katherine Hartley, Kalie King, Crystal Wymer-Lucero** Lori – smaller committee met to discuss. Created a white paper. Lori identified Goals and Role for a DEI champion in each department, critical questions, and how best to collaborate/communicate
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| Mark, Lori | Recognize and reward faculty who demonstrate a commitment to DEI by creating intentional recognition and appreciation initiatives. *(Recognized at Convocation)** Lori: Kelly and they shared with HR for staff to develop their own award. Lori asked if self-nomination was okay with us? Yes we agreed. We reviewed award language. Need to know from HR (via Kelly) when award could be launched.
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Tim – sees opportunities to innovate and operationalize DEI issues

Lori – Put timeline in goals sheet. Next meeting will be in admin conference room.

Tim – have you thought about innovative and unique to do a workshop?

 Angela – we need DEI mentorship training (opinion)

 Tim – combine with AI/DEI mentorship workshop for innovation aspect?

* Discuss activities/tasks/objectives to meet Goal 2 and Goal 3 using a SMART goals framework *(****S****pecific,* ***M****easurable,* ***A****ctionable,* ***R****ealistic,* ***T****ime-bound)*
* Partner with DEI Faculty Fellows (HERI data - BIPOC faculty discussion groups)

*Use BIPOC survey and focus group data and best practice literature to develop evidence-based strategies that can retain BIPOC faculty (Collab. With FRRD subcommittee)*

*Develop a list of practical actionable strategies and tips for department chairs and instructional faculty on evidence-based practices that cultivate inclusive environments (collab. with FRRD subcommittee. Provide a structure for discourse. Interpersonal relationships. Academic Impressions Chair webinar series.*

**3)** **Action Item** *(5 minutes)*

**4) Kelly Campbell - Steering Committee Liaisons Closing** *(5 minutes)*



* November 18 Admin rm 103
* December 2 Zoom
* December 16 Admin rm 103



*Together we know a lot. Take space, make space. Uphold commitments and participation.*

*Talk in headlines. Listen to understand. Seek perspectives.*