

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

December 2, 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  |
| ​​☐​   ​​Lori Caruthers Collins, Chair  | ​​☐​ Robert Kryiakos Smith, Subcommittee Member  |
| ​​☐​   Angela Horner, Vice Chair  | ​​☐​ Conrad Shayo, Subcommittee Member  |
| ​​☐​   Marc Fudge, Subcommittee Member  ​​☐​   Jane Chin Davidson, Subcommittee Member  | ☐​ Brad Owen, Subcommittee Member ☐​ Carson Fajardo, Student Member ​​​​​ |
| **MEETING AGENDA** |  |

*(5 minutes)* . . . . .

1. **Announcements** *(5 minutes)*
* PD Funding - award letters were sent to the awardees, dean, and department chairs on 11/22/24. Faculty who submitted proposals not selected were also notified.

Folks were informed.

* The announcement about this was sent to the DEI Board & Strategic Communications on 12/2/14.

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

* DEI Faculty Impact Award
* HERI Survey data - Identify problem areas to address
* Department Chairs meeting 1/22/25 1:00 – 2:30

Will not be able to do a deeper dive with regard to this

* Impact award; we said we would look at this today in previous meeting. Lori opened the draft of the excellence in DEI faculty impact award.
* We read as a group and edited (available in document Lori has)
* Change online application to nomination. Do in Qualtrics so that application form can be nomination of others or for self.
* AH – interrupts to state that this award could be brought to chairs for them to consider nominees
* Minor edits saved by Lori
* Reduced service years to 3
* More edits including: online only, one deadline

Timeline for Impact Award: Feb 12th deadline for nominations, applications due March 28th 2025

Kelly wants to get a draft of this to Steering Committee

Lori will copy link and share with us.

Carson and Ted joined late

Subcommittee meetings

1. **Work with collaborators in breakout rooms** *(20 minutes)*:

**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. |
| Conrad, Jane, Kelly | Conduct information sessions for department chairs on ways to support DEI in their college. |
| Kelly, Angela, Lori | Enhance professional development opportunities for faculty. . . **COMPLETED**  |
| Angela, Marc, Bobby, Ted, Brad Carson  | Enhance equity and inclusion in our curricula including pedagogy and assessments. |
| 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* |
| Marc, Lori, Angela | Recognize and reward faculty who demonstrate a commitment to DEI by creating intentional recognition and appreciation initiatives. *(Recognized at Convocation)* |

* 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. (collaborate 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 (collaborate with FRRD subcommittee). Provide a structure for discourse. Interpersonal relationships. Academic Impressions Chair webinar series.*

HERI data dashboard being built and is available

**4) Action Item** *(5 minutes)*

* Consider new meeting time

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



* December 16 Admin rm 103
* January 27 Zoom
* February 10 Admin rm 103
* February 24 Zoom



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

*Talk in headlines.* *Listen to understand.* *Seek perspectives.* *Create a “safe” environment that fosters mutual respect.*