

FUTURE DIRECTIONS

Project Update

Town Hall | February 17, 2022



csueastbay.edu/futuredirections

Agenda

11:30 - 12:00

- Project Overview
- Presentation of Draft Goals and Outcomes
- President Sandeen - Welcome Remarks

12:00 - 12:45

- Breakout Groups - discussion and feedback on goals and outcomes

12:45 - 1:00

- Group Reports

Future Directions - Steering Committee

- Mark Almeida (Executive Director, University Housing & Commercial Services)
- Lori Bachand (Associate Vice President, University Communications & Marketing)
- Kimberly Baker-Flowers (University Diversity Officer)
- Lonny Brooks (Professor, Communication)
- Chris Chamberlain (Associate Dean, CEAS)
- Christina Chin-Newman, Vice Chair of Senate and DELO
- Kabir Dhillon (Executive Vice-President of ASI)
- Kyzyl Fenno-Smith (Chair, Library)
- Balvinder Kumar (Director, Special Academic Sessions)
- Holly Stanco (Associate Vice President, University Development)
- Fanny Yeung (Associate Vice President, Institutional Effectiveness and Research)
- Veronica Salvador (Director, Administrative Processes and Clery Director)
- Jason Singley (Dean, College of Science)

Future Directions - Project Products

Values, Mission, & Vision

Goals & Desired Outcomes

Institutional Strategies

Values - Our fundamental beliefs.

Vision - What is our ideal future?

Mission - Who we are, what we do, who we serve, and how are we different?

Goals - What do we have to do to implement our Mission and achieve our Vision?

Desired Outcomes - How will we know when we have met our Goals?

Institutional Strategies - What specific steps will we take to achieve our Desired Outcomes?

Goal Categories and Workgroups

Organizational Excellence and Accountability

Research and Innovation

Community Engagement and Collaboration

Social Justice / Dismantle Structural and Institutionalized Racism

Equitable Student Success and Belonging

Organizational Excellence and Accountability Workgroup

Mark Almeida (co-chair)

Rafael Hernandez (co-chair)

Nolan Calara

Chris Chamberlain

Kathryn Hayes

Sonia Jethani

Victoria Morris

Andy Mayeda

Veronica Salvador

Claire Valderama-Wallace

Draft as of 2/14/22

Goal: Organizational Excellence and Accountability

Cal State East Bay will actively improve organizational processes and establish equitable structures that prioritize student needs, employee empowerment and professional growth through transparency, problem-solving, and meeting measurable outcomes in alignment with our mission.

Draft as of 2/14/22

Outcomes: Organizational Excellence and Accountability

Outcome 1: 70% of students served in AY 2023-24 felt their needs were met with personalized attention in a timely fashion.

Outcome 2: Develop and implement a leadership management program within one (1) year that prioritizes process improvement, change management, and employee empowerment.

Outcome 3: Identify significant barriers and streamline processes within our departments

Outcome 4: Employee job satisfaction increased by 10% in AY 2023-24

Draft as of 2/14/22

Research and Innovation Workgroup

Balvinder Kumar (co-chair)

Patty Oikawa (co-chair)

Lonny Brooks

Chantal Ebarle

Holly Fincke

Chandra Khan

Janiene Langford

Kaumudi Misra

Divya Sitaraman

Draft as of 2/14/22

Goal: Research and Innovation

CSU East Bay will maximize resources to enhance research and innovation to address sustainability and societal needs with an emphasis on equitable access and participation while preparing students for a dynamic workforce.

Draft as of 2/14/22

Outcomes: Research and Innovation

Outcome 1: Develop an anti-racism policy for undertaking research and innovation and apply it when developing and expanding funding for teaching release by 25% and student research awards by 100% with an emphasis on funding underserved students and faculty.

Outcome 2: Define 5-8 areas of research and innovation excellence and increase collaboration between campus affinity groups to highlight these areas. Expand and enhance these areas through three interdisciplinary cluster faculty hires.

Outcome 3: 100% of departments and programs invested in expanding research and innovation opportunities will use at least one strategy to experientially engage external partners both globally and locally, deepening their investment in our campus community.

Outcome 4: Double student participation in research and innovation through High Impact Practices.

Draft as of 2/14/22

Community Engagement and Collaboration Workgroup

Mary D'Alleva (co-chair)

Carrie Stewart (co-chair)

Dan Bellone

Zandrae Chan

Shannon Coskran

Kyzyl Fenno-Smith

Tony Marks-Block

Carolyn Nelson

Holly Stanco

Draft as of 2/14/22

Goal: Community Engagement and Collaboration

Together through reciprocal, equitable, and transparent community partnerships, we will increase opportunity, equity, inclusion, and well-being by strengthening the economic, educational, environmental, and cultural systems of the region.

Draft as of 2/14/22

Outcomes: Community Engagement and Collaboration

Outcome 1: Complete two forms of data collection and assessment. An internal version of campus departments, programs, participants, and systems that engage with the community. And an external data collection and assessment effort to review partnerships for “types” of partners. Within one year of funding being allocated the assessments will be completed. Assessments will inform the development of #3.

Outcome 2: Develop a university statement on ethical and reciprocal collaboration with community and community partners. Completed by June 2023.

Outcome 3: A specific university-level hub should be established that functions as a clearinghouse for all departments, programs, and efforts that engage with the community for the public good, and meets the university goal to work together with our partners in reciprocal, equitable, and transparent relationships. Hub planning, including infrastructure, staffing, and budget are identified in 2023-24; the initial (“seed”) community board needs to be in place by fall 2023; a physical location has been identified by June 2024 and occupied by fall 2024.

Draft as of 2/14/22

Social Justice/Dismantling Structural and Institutional Racism Workgroup

Luz Calvo (co-chair)

Saleem Gilmore (co-chair)

Christina Chin-Newman

Nina Haft

Marguerite Hinrichs

Scott Hopkins

Allison Kern

Christine Lam-Vasquez

Jazzmin Matthews

Rob Williams

Draft as of 2/14/22

Goal: Social Justice/Dismantling Structural and Institutional Racism

Dismantle systemic racism at CSUEB through hiring and admissions decisions, anti-racist curriculum, supportive student services, and daily interactions that foster Black, Latinx, American Indian, Asian, and Pacific Islander students' sense of belonging and connectedness to the university.

Footnote: We understand that the Black, Latinx, American Indian, Asian American, and Pacific Islander students have complex identities and that they may also be disabled, queer, gender non-conforming, transgender, undocumented, mixed race, or may embody other emerging identify formations. In order to serve these students in their full humanity, we must attend to all of their identities.

Draft as of 2/14/22

Outcomes: Social Justice/Dismantling Structural and Institutional Racism (cont.)

Outcome 1: Student demographics will reflect the demographics of the counties that feed into CSUEB with particular attention paid to the recruitment, retention, and graduation of Black students, which at the end of 5 years will be at least 11% of the admitted class and 10% of graduates.

Outcome 2: 50% of faculty will 1) revise their curriculum to include the scholarly, cultural, and creative production of BIPOC scholars, artists, and activists; 2) incorporate course content, activities, and assignments aimed at addressing the needs of the BIPOC communities; and/or 3) implement anti-racist teaching practices and engaged pedagogy.

Outcome 3: Increase the *hiring, retention, and promotion* of Black, Latinx, American Indian, Asian American, and Pacific Islander tenure-track faculty to reduce the gap between student demographics and faculty demographics. Hiring should focus on groups with the most significant gaps: Latinx (26.6% gap), Asian American (6.4% gap), Black (1.6% gap), Pacific Islander (need data). Reduce the Latinx student-faculty gap to 10% and the Asian student-faculty gap to 5%* and not allow the gap between Black students and faculty demographics to grow, even as Black student demographics increase (See Outcome #1). *Pay special attention to Filipinx and Vietnamese faculty under-representation within the Asian category.

Outcome 4: 50% of faculty, 75% of staff, and 100% of MPPs *and all new hires* will complete 4 hours of in-person or synchronous anti-racist training by the Office of Diversity within the first two years of the five-year strategic plan.

Draft as of 2/14/22

Equitable Student Success and Belonging Workgroup

Erin Quineri (co-chair)

Fanny Yeung (co-chair)

Danika LeDuc

Katherine Freitas

Pascale Guiton

Maha Jacobs

Arianne Riley

Angela Schneider

My-Lan Huynh

Draft as of 2/14/22

Goal: Equitable Student Success and Belonging

Cal State East Bay will intentionally support each student in all of their identities to identify and reach their academic and career goals, and provide environments that foster belonging.

Draft as of 2/14/22

Outcomes: Equitable Student Success and Belonging

Outcome 1: Culture Shift to Center Student. All students will participate in empowering learning communities & services in which they can develop authentic and stable connections while at East Bay.

Outcome 2: Engaging Academic Experiences. CSU East Bay will enhance academic engagement and success by ensuring that equitable curricula and teaching methods are transparent, innovative, and aligned with institutional learning outcomes.

Outcome 3: Engagement Opportunities on Campus. Every student is intentionally engaged socially, academically, or professionally through paid or compensated high-impact practices while at Cal State East Bay. *High-impact practices include but are not limited to: service learning, internship, research, on-campus employment, student leadership roles.*

Outcome 4: Reducing financial burden. Cal State East Bay will increase students' connections to financial opportunities (e.g., scholarships, fellowships, and paid opportunities) to relieve debt burden by removing structural barriers and simplifying financial processes.

Draft as of 2/14/22

Small Group Breakouts

- Select a recorder for your group
- Please use the feedback form to record your group's feedback (link in chat)
- Be sure to submit your form

Draft as of 2/14/22