

**STRATEGIES TOWARDS EFFECTIVE RECRUITMENT AND  
RETENTION OF DIVERSE FACULTY @ CSUN  
A GROUP DISCUSSION**

Chairs & Deans Retreat – Fall 2019

## **GOALS FOR THIS SESSION**

- What's keeping CSUN from success in recruiting and retaining faculty of color?
- Discuss strategies for your Department, College to increase recruiting and retaining faculty of color

# **EFFECTIVE INITIATIVES**

## BLOOMSBURG UNIVERSITY

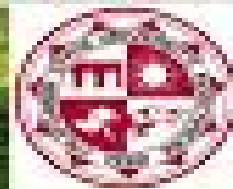
JAMES MACKIN, INTERIM ASSOCIATE VICE PRESIDENT FOR FACULTY AFFAIRS

- President's conversation on diversity
- Provost participation on search committees
- Partnerships with scholars programs, doctoral degree candidate programs
- Internship programs – faculty and staff
- Something more?

## **CSU SYSTEM-WIDE RESOURCES**

- Forum on Best Practices
- Chancellors Doctoral Incentive Program
- Faculty diversity programs
- What more could be done?

# CSUN DIVERSITY INITIATIVES



California State University  
**Northridge**

# INTENTIONALITY

- Given all of the resources that colleges and universities have dedicated to increasing diversity and to becoming more inclusive...**why aren't we more diverse and inclusive?**
- How might we be more **intentional** in diversifying our faculty?

# **CSUN DIVERSITY INITIATIVES**

- Commission on Diversity & Inclusion
- Aspire/IChange STEM Faculty Diversity Program
- National Conference Attendance (NCORE & SREB)
- Strategic Group Ad Placements
- Streamlining Search & Screen Process

## **POINTS FOR DISCUSSION**

- What might be getting in the way of achieving a faculty that more closely reflects our student body?
- What assumptions might need to be examined?
- What part might unconscious bias play in achieving our goals?