

GOAL 2

Advance Faculty and Staff Success

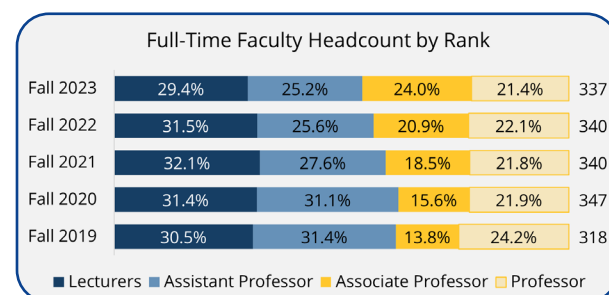
STRATEGIES

- Support Faculty and Staff Recruitment, Retention, Promotion, and Engagement
- Monitor and Enhance Faculty and Staff Satisfaction

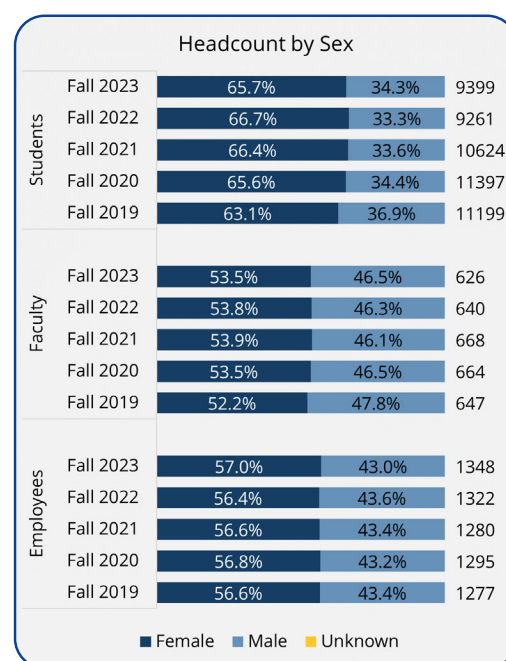
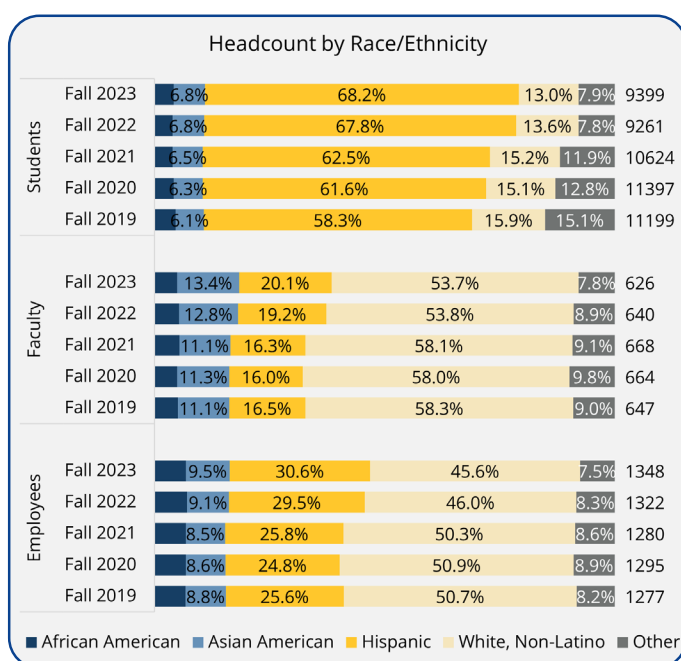
FACULTY AND STAFF SUCCESS

FACULTY DIVERSITY

In spring 2020, CSUB was awarded a \$25,000 grant from the California State University Chancellor's Office to support efforts to increase recruitment and retention of diverse faculty, assist the Leadership Academy and support affinity groups on campus. The chief diversity officer and special assistant to the president, and four faculty members, created a Faculty Diversity Initiative to review current university recruitment and retention practices and increase diverse faculty within tenure-track positions. After attending the Excelencia in Education/University of Southern California (USC) faculty recruitment workshop in September 2019, the committee became even more determined and committed to working on rewriting faculty job announcements, reviewing faculty data and discussing ideas to support diverse faculty.



CSUB's commitment to diversifying the faculty led to investment in cluster hiring dedicated to attracting faculty who will engage in teaching, scholarship and service focused on social justice and minoritized communities. The percentage of HU* faculty increased from 23.0% in fall 2019 to 25.7% in fall 2023. The percentage of female faculty increased from 52.2% to 53.5% in the same time period. The percentage of female staff increased from 56.6% in fall 2019 to 57.0% in fall 2023. The percentage of HU* staff increased from 33.7% to 38.5% during the same time.



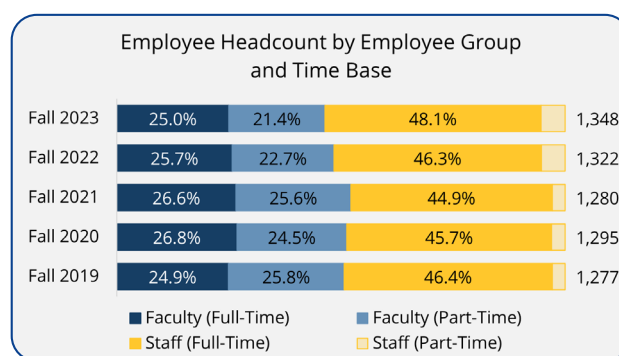
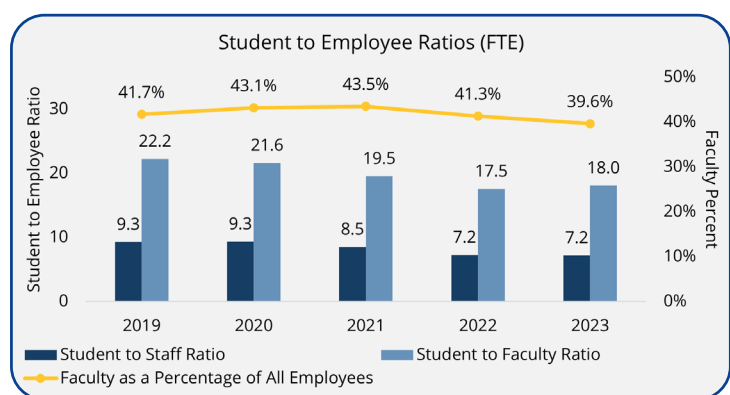
*HU refers to Historically Underserved students, defined as those who self-identify as African American, Latinx, or American Indian. All other students are classified as Non-Historically Underserved (Non-HU).

Race/Ethnicity definitions align with the U.S. Department of Education (IPEDS) guidelines.

FACULTY AND STAFF SUPPORT AND ENGAGEMENT

An analysis of CSUB's student-to-employee ratios highlights positive trends in supporting faculty and staff. The student-to-staff ratio improved from 9.3 in 2019 to 7.2 in 2021, enhancing capacity for student support while reducing workload for staff. Similarly, the student-to-faculty ratio decreased from 22.2 in 2019 to 17.5 in 2022, promoting better faculty-student engagement. However, faculty as a percentage of total employees fell from 43.5% in 2021 to 39.6% in 2023, suggesting an opportunity for strategic focus on maintaining academic quality.

Employee headcount data from 2019 to 2023 also shows an increase in full-time faculty (from 24.9% to 25.0%) and full-time staff (from 46.4% to 48.1%), underscoring CSUB's commitment to a stable and engaged workforce. The decrease in part-time faculty (from 25.8% to 21.4%) reflects a shift toward consistent, full-time staffing, aligning with CSUB's goals of enhancing both staff support and institutional stability.



'RUNNER STARTING LINE

New Employee Orientation called the 'Runner Starting Line' was launched in January 2023 and is held monthly for all newly hired staff. New employees attend presentations from individuals in Human Resources, Benefits, Payroll Services and Information Technology and get to meet their union representatives. In addition, the onboarding program includes two essential online modules that are automatically assigned to all new hires through CSU Learn.

NEW FACULTY FOUNDATIONS

New Faculty Foundations is a year-long program for newly hired full-time faculty. Beginning with New Faculty Orientation in August, content is spread out over the fall and spring semesters to give new instructors time to settle in, learn, develop new questions and connect with their cohort.

By the end of their first year, new faculty will:

- Be familiar with CSUB (the campus, our students, various departments and their roles, administrative procedures, etc.)
- Have a network of mentors and support, and a supportive cohort
- Be employing learner-centered pedagogies
- Feel confident in their use of instructional technologies
- Have a plan for research
- Understand different types of service and leadership

New Faculty Foundations Programming

- New Faculty Orientation (August)
- Foundations in Teaching I (September)
- Developing a Research Agenda (October)
- Foundations in Teaching II (February)
- Navigating Service and Committee Work (March)

IMPROVED SUPPORT FOR RESEARCH AND GRANTS

Pre- and post-award support for research and grants has improved in the following ways:

- A new grant analyst position was added to Post-Awards to enhance grant infrastructure for compliance and grant management.
- The Post-Awards Team moved to Academic Programs, now under one division with the Pre-Awards Team.
- A Faculty Advisory Committee for Research, Scholarship, Creative Activity (FAC for RSCA) was instituted to work with AVP GRaSP on strengthening faculty research and grant writing.
- Funds from Salary Saving were provided to strengthen Pre-Awards.

AFFINITY GROUPS

Established in 2015-16, the affinity groups at CSUB provide faculty and staff a place to gather around shared interests and common goals. Affinity groups are open to all CSU Bakersfield faculty & staff.

Affinity groups generally seek to:

- Advance the personal and professional development of their members
- Expose members to leadership opportunities
- Provide support and networking opportunities
- Participate in community service
- Create mentoring opportunities for members, as well as students

Current CSUB Affinity Groups

Asian Faculty and Staff Network
 Latina/o Faculty and Staff Association
 LGBTQ+ Pride Faculty and Staff Affinity Group
 Black Faculty and Staff Association
 Indigenous Faculty and Staff Association
 CSU Bakersfield Organization of Women Leaders



FACULTY AND STAFF SATISFACTION

GREAT COLLEGES TO WORK FOR SURVEY

CSUB participated in the 2021 Great Colleges to Work For, a program that is sponsored by the Chronicle of Higher Education, in partnership with ModernThink, and provides the university with insights on the quality of the workplace experience. Faculty and staff were invited to complete the ModernThink Higher Education Insight Survey© to share their experiences as an employee at CSUB. Through this survey, ModernThink has accumulated a robust database of higher education benchmarking statistics and best practices. By working with ModernThink, CSUB benefited from using a nationally normed survey instrument, industry-specific benchmarking data and enhanced survey results and analysis. The survey included questionnaires about institutional characteristics; faculty and staff evaluations of their institutions; demographics; and workplace policies and practices, including benefits, work/life balance and shared governance. The data from this survey was used to improve and develop programs and practices to better meet the needs of faculty and staff.

Top Ten Statements

Survey Statement	CSUB Overall % Positive	CSUB Overall % Negative
The work I do is meaningful to me.	92%	3%
I understand how my job contributes to this institution's mission.	90%	2%
I have adequate cultural competency skills that allow me to be comfortable interacting with members of groups with different ethnicities, sexual identities, abilities, or beliefs other than my own.	90%	2%
I am aware of how certain pedagogical practices can differentially impact students, particularly those from underrepresented groups.	87%	3%
This institution actively contributes to the community.	86%	4%
I am given the responsibility and freedom to do my job.	85%	4%
In my department, we welcome diversity in all of its forms.	83%	6%
This institution's benefits meet my needs.	83%	6%
My supervisor/department chair supports my efforts to balance my work and personal life.	83%	8%
I am proud to be part of this institution.	82%	3%



Bottom Ten Statements

Survey Statement	CSUB Overall % Positive	CSUB Overall % Negative
There is a good balance of teaching, service and research at this institution. (Faculty Only)	46%	35%
I am paid fairly for my work.	49%	28%
Our onboarding processes prepare new faculty and staff to be effective.	42%	26%
Issues of low performance are addressed in my department.	51%	23%
Our recognition and awards programs are meaningful to me.	53%	22%
Promotions in my department are based on a person's performance.	55%	22%
The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	53%	21%
Advancement and promotion processes are clear. (Faculty-Only)	57%	21%
There's a sense that we're all on the same team at this institution.	54%	19%
I am regularly recognized for my contributions.	59%	19%

DIVERSITY, EQUITY AND INCLUSION COMMISSION

The Diversity, Equity and Inclusion Commission (formally known as the Campus Climate Committee) is tasked with improving inclusivity of the campus environment. They do this by providing advice on how the university can implement meaningful institutional change to foster a campus community that champions diversity, equity and inclusion. The commission is made up of eleven faculty, staff and student representatives and includes one community member. The commission meets a minimum of twice per semester.

The objectives of the Diversity, Equity and Inclusion Commission are to:

1. Develop a University Diversity and Inclusion Action Plan and monitor its progress.
2. Identify barriers to achieving greater diversity, equity and inclusivity at CSUB and provide recommendations on how to overcome those barriers.
3. Monitor the campus climate and recommend changes based upon findings.
4. Coordinate, communicate and collaborate on diversity, equity and inclusion efforts across the university.



WELLNESS PROGRAMS

In the spring of 2024, CSUB received approval to be a Blue Zones Project worksite, the first in the CSU system to receive the designation. The Blue Zones Project is a community well-being initiative that educates people about how to make choices that will lead to longer, healthier lives. CSUB has created a digital map of walking routes around campus – called `Runner Walks – with signage explaining the estimated number of steps for each route. The map currently features five routes, all of which take 20 minutes or less to complete and range from 1,400 to 2,000 steps. CSUB has achieved 25% staff and faculty participation.

In the fall of 2024, Human Resources launched CSUB Well, a comprehensive well-being platform for faculty and staff. CSUB Well offers a wide range of resources and tools to help employees reach their personal wellness goals. The platform offers resources such as guided exercises, mental health support, healthy recipes and financial wellness tips.

Key Features of CSUB Well:

- **Personalized Wellness Plans:** Create and follow customized plans tailored to your individual health and wellness goals.
- **Educational Resources:** Access a library of articles, videos and workshops covering various wellness topics such as nutrition, stress management and fitness.
- **Interactive Challenges:** Participate in fun and engaging wellness challenges that motivate and inspire healthy habits.
- **Community Support:** Connect with colleagues through messaging, leaderboards and group competitions to build a supportive and encouraging wellness community.
- **24/7 Access:** Enjoy the flexibility of accessing all resources anytime, anywhere to fit your busy schedule.

Wellness Programs and Opportunities

Wellbeing Bulletin
Walking Groups/Maps
Real Age Test
Cooking Demos
Find Your Purpose Workshops
CSU's Got Talent



PROFESSIONAL DEVELOPMENT

CSUB launched the Virtual Learning Center – `Runner Staff Development – on the Human Resources website. This page includes staff development and leadership development resources such as on-demand online learning, live trainings and webinars.

Professional Development Opportunities

- Principles of Supervision
- `Runner Staff Development Lab
- MPP Coffee with HR
- CSU's Got Talent
- CSU Learn
- Cross-Campus Collaboration
- CSUB Learning Events Calendar
- HR Insider Newsletter
- Centralized Campus Training and Professional Development - csub.edu/training
- In-person orientation for new hires