GOAL 3

Develop and Sustain High-Quality and Innovative Academic Programs and Support Services

STRATEGIES

- Develop Programs that Make CSU Bakersfield a Leader in Scholarly, Creative Activity and Knowledge Creation

- Foster Adaptive and Transformational Leadership Among the Faculty, Staff and Students

- Develop and Implement a Set of Coordinated, Multifaceted High-Impact Practices so that CSU Bakersfield Becomes a Leader in Pedagogy and Student Learning

- Use Community Feedback to Develop and Enhance Academic Programs that are Anchored in the Community

- Encourage and Support the Development of Academic Programs that Enhance Student Employability

- Reorganize the Academic Administration and Portfolio to Support Becoming a Metropolitan University

- Develop Rigorous Internal and External Assessment System for All Degree Granting Programs

- Increase Tenure Density

DEVELOP PROGRAMS

Grant Programs for *Faculty* Provided by the **Office of Grants, Research and Sponsored Programs (GRaSP)**

CSUB SUMMER OF NEW GRANTS (SONG) PROGRAM

Launched in the summer of 2023 and scheduled to run every July and August, the SONG program provides support sessions tailored to the individual needs of a cohort of CSUB grant writers. The program includes one mandatory full-day session in August (Zoom and in-person) where the entire cohort gathers to debrief and share grant writing experiences. Participants are expected to complete all work by the following summer. The Summer 2023 program hosted eleven faculty and was funded for $22,000 in the form or stipends. Some who participated in the Summer 2023 cohort joined the Summer 2024 cohort, and it is anticipated that upon completion of submissions of grant proposals, $20,000 will be awarded for their work.

For new submissions, the program assists faculty in:

- Finding the best funding agency
- Planning & developing proposals
- Developing and meeting timelines and milestones for submission
- Getting faculty to the finish line for existing drafted proposals
- Proposal Submission Stipend ($2,000)

For resubmissions, the program assists faculty in:

- Planning & Developing a Resubmission Strategy
- Knowing the rules and terms of resubmission
- Meeting with Agency Program Officers for feedback
- Effectively incorporating reviewer's feedback
- Proposal Submission Stipend ($2,000)

Year	Participants	Amount Funded
2019-20	5 Faculty	$46,679
2020-21	8 Faculty	$78,345
2021-22	3 Faculty	$31,423
2022-23	6 Faculty	$65,874
2023-24	4 Faculty	$57,501

GRANT PROPOSAL DEVELOPMENT PROGRAM (PDP)

The GRaSP office, in conjunction with the Office of the Provost, supports a Grant Proposal Development Program (PDP) that provides funding for a 3-4 unit course release and mini-grant support of up to $3,000. Funded projects can result in proposal submissions for external funding. Faculty work with GRaSP personnel to identify, develop and submit proposals.

RESEARCH COUNCIL OF THE UNIVERSITY PROGRAM (RCU)

The GRaSP office supports the Research Council of the University (RCU) Program, which funds competitive research projects that lead to the creation or addition of preliminary data, submission of research work for publication, a creative production, or conference presentation. Each project can recieve funding of up to $5,000.

Year	Participants	Amount Funded
2019-20	10 Faculty	$63,601
2020-21	11 Faculty	$62,392
2021-22	13 Faculty	$50,444
2022-23	8 Faculty	$52,220
2023-24	9 Faculty	$43,720

Year	Participants	Amount Funded
2019-20	7 Faculty	$35,000
2020-21	1 Faculty	$8,979
2021-22	3 Faculty	$21,509
2022-23	3 Faculty	$25,851
2023-24	3 Faculty	$31,829

PROVOST'S SCHOLARS AWARD (PSA)

The GRaSP office, in conjunction with the office of the Provost, supports the Provost's Scholars Award Program, which provides funding for a 3-4 unit course release and mini-grant support for conference travel up to $2,500.

Grant Programs for **Students** Provided by the **Office of Grants, Research and Sponsored Programs (GRaSP)**

STUDENT RESEARCH SCHOLARS PROGRAM (SRS)

Supported by the GRaSP office and funded by the California State University, Bakersfield Foundation, the SRS Program supports student-faculty teams with a $2,000 award each to conduct and complete a project involving research, scholarship or creative activity.

Year	Participants	Amount Funded
2019-20	53 Students	$106,000
2020-21	20 Students	$40,000
2021-22	34 Students	$68,000
2022-23	35 Students	$70,000
2023-24	34 Students	$68,000

| Year	Participants	Amount Funded
2019-20	19 Students	$4,296
2020-21	3 Students	$255
2021-22	19 Students	$6,704
2022-23	12 Students	$3,739
2023-24	8 Students	$7,082

TRAVEL SUPPORT FOR STUDENT RESEARCH (TSSR)

The purpose of the TSSR program is to provide financial support for CSUB undergraduate and graduate students who are presenting a paper summarizing their research or scholarship, or showing their creative work(s) at a national or regional professional meeting or conference. Papers or creative works must have been selected through a peer review process.

STUDENT RESEARCH COMPETITION (SRC)

The Student Research Competition (SRC) at CSUB is held to promote excellence in undergraduate and graduate scholarly research and creative activity by providing a platform for students to share their work and recognize outstanding student accomplishments.
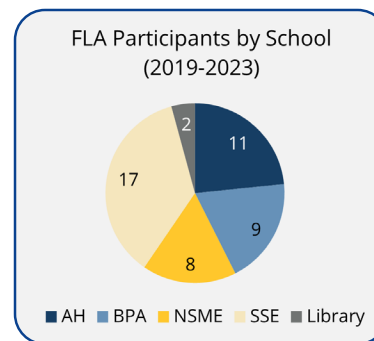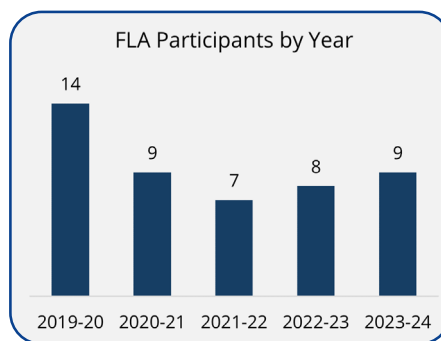
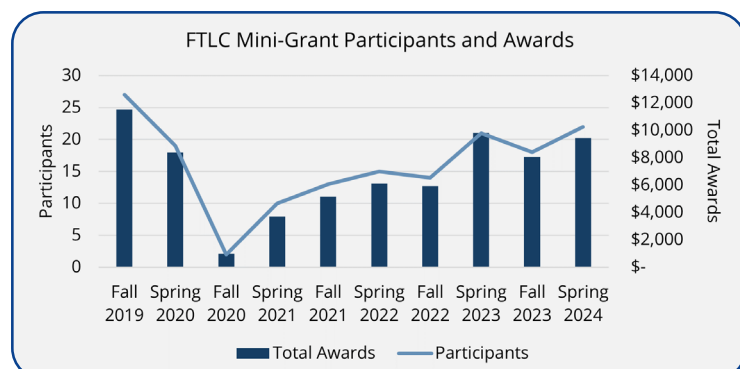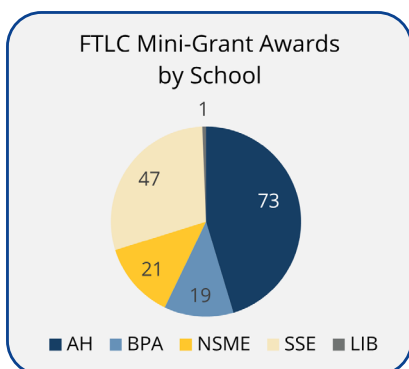| Year	Participants
2019-20	76 Students
2020-21	53 Students
2021-22	51 Students
2022-23	77 Students
2023-24	43 Students
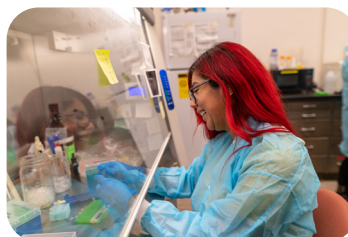
FOSTER LEADERSHIP

FACULTY LEADERSHIP ACADEMY (FLA)

The CSUB Faculty Leadership Academy was designed to attract and promote a diverse group of faculty members interested in future leadership positions. Participants are selected through a competitive process based on their potential as academic leaders. Since 2019, participants have gained insights into the University – its organization, operations and Strategic Plan; learned how to effect and manage change and conflict; developed data literacy skills for informed decision-making; and identified the skills and attributes of effective academic leaders.

FLA Participants by Year

Year	Participants
2019-20	14
2020-21	9
2021-22	7
2022-23	8
2023-24	9

FLA Participants by School (2019-2023)

School	Participants
AH	11
BPA	9
NSME	8
SSE	17
Library	2

FTLC MINI-GRANT PROGRAM

The Faculty Teaching and Learning Center (FTLC) Mini-Grant Program is designed to aid faculty in their endeavors related to teaching and learning, research or creative activities and community or discipline-specific service. There are two types of awards: (1) the Faculty Professional Development Grant for faculty engaging in scholarly endeavors, such as traveling to or participating in a conference or conducting research; and (2) the Teaching Innovation Grant, which supports faculty seeking to expand their instructional expertise by obtaining teaching-related materials or training and then applying it to their practice.

FTLC Mini-Grant Awards by School

School	Awards
AH	73
BPA	19
NSME	21
SSE	47
LIB	1

FTLC Mini-Grant Participants and Awards

Total Awards / Participants by term: Fall 2019, Spring 2020, Fall 2020, Spring 2021, Fall 2021, Spring 2022, Fall 2022, Spring 2023, Fall 2023, Spring 2024

HIGH-IMPACT PRACTICES

In February 2022, the Academic Senate approved RES 212212, indicating the University's support for High Impact Practices (HIPS) for student success and the creation of a HIP task force to determine course learning outcomes and requirements for HIP-designated courses.

Progress to Date:

The High-Impact Practices (HIPs) Task Force was delayed in commencing its work and met for the first time on 2/19/24. At that meeting, the group discussed the charge for the committee, decided on a chair and generally discussed the next steps for the committee. Following that meeting, the HIPs Task Force was able to meet three more times during the spring 2024 semester (3/6, 3/18 and 4/3). The primary charge of the committee is to determine course learning outcomes and requirements to appear on any syllabus that has one or more HIP designations (per Senate RES 212212).
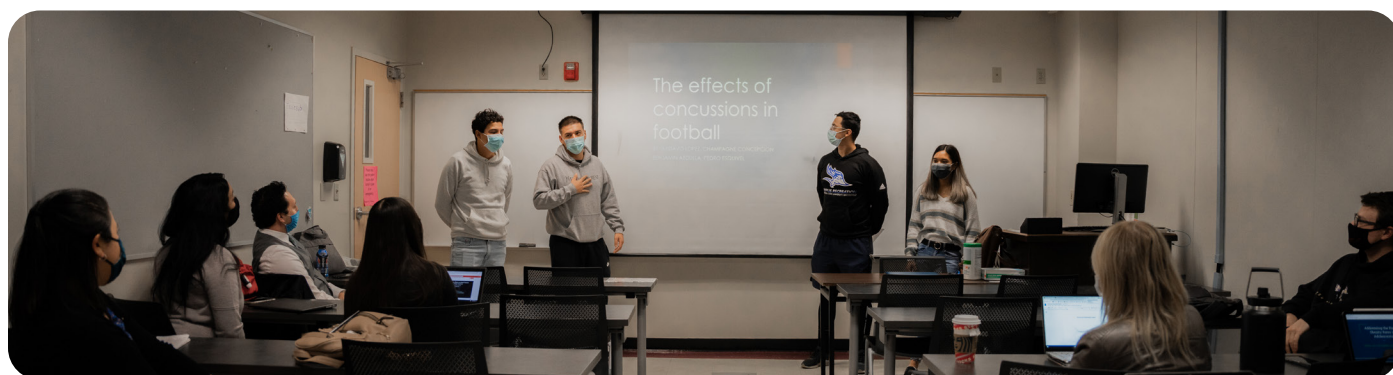
Task Force members worked on identifying resource documents for High-Impact Practices and collaborated to develop learning outcomes and requirements for specific HIPs. The Task Force identified eleven HIPs to focus on: Capstone Courses and Projects, Collaborative Assignments and Projects, Common Intellectual Experiences, Diversity/Global Learning, ePortfolios, First-Year Seminars and Experiences, Internships, Learning Communities, Service/Community-Based Learning, Undergraduate Research and Writing-Intensive Courses.

High-Impact Practices (HIPs)

Capstone Courses and Projects

Collaborative Assignments and Projects

Common Intellectual Experiences

Diversity/Global Learning

ePortfolios

First-Year Seminar and Experiences

Internships

Learning Communities

Service/Community-Based Learning

Undergraduate Research

Writing-Intensive Courses

To date, the Task Force has found quality background materials, best-practices and/or sample outcomes for each of the eleven HIPs. The committee has successfully drafted learning outcomes and course requirements for the following two HIPs: Collaborative Assignments and Projects, and Service/Community-Based Learning. Substantial preparation work has been completed on two additional HIPs: Capstone Courses and Projects, and First-Year Seminars and Experiences.

Due to staffing changes, the committee will need at least one new member as it convenes in the 2024-2025 school year. It will be the committee's goal to complete the remaining nine HIPs' outcomes and requirements before the start of the spring 2025 semester.
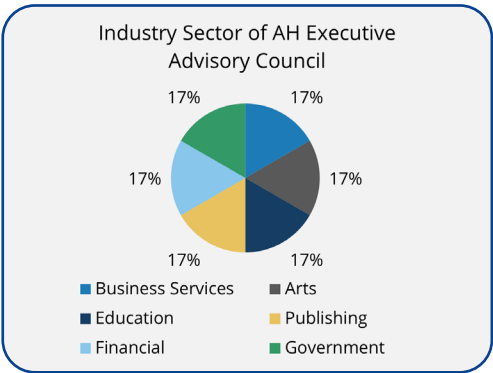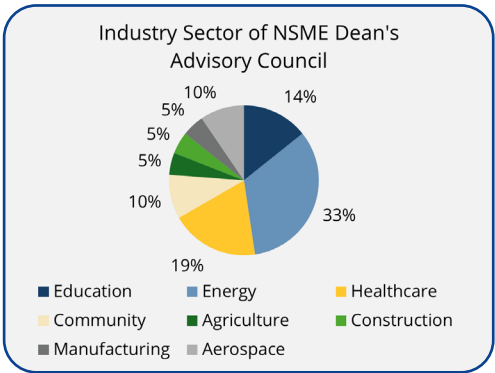
COMMUNITY-BASED ACADEMIC PROGRAMS

Through strategic partnerships with industry leaders and local institutions, California State University, Bakersfield uses community feedback to develop and enhance academic programs that are firmly anchored in Kern County's unique landscape. The NSME Dean's Advisory Council, with representatives from energy, healthcare, aerospace and construction, brings essential industry perspectives to guide STEM curricula. The AH Executive Advisory Council, which includes leaders in the arts, business services and government, enriches arts and humanities programs with diverse industry insights.
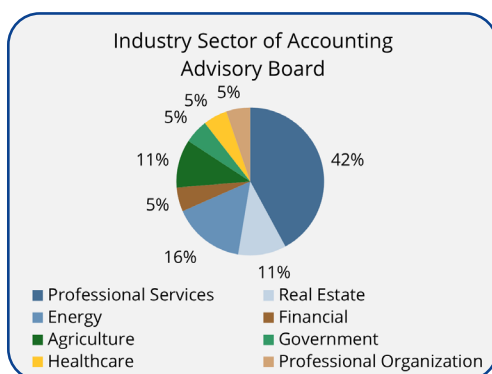
Industry Sector of NSME Dean's Advisory Council

- 14% Education
- 33% Energy
- 19% Healthcare
- 10% Community
- 5% Agriculture
- 5% Construction
- 5% Manufacturing
- 10% Aerospace

Industry Sector of AH Executive Advisory Council

- 17% Business Services
- 17% Arts
- 17% Education
- 17% Publishing
- 17% Financial
- 17% Government

NSME Dean's Advisory Board 2024-25

Kyle Atkins, Kern County Superintendent of Schools
Aimee Blaine, Aera Energy
Javier Bustamante, Valley Integrated Provider Network
Brynn Carrigan, Kern County Public Health
Richard Chapman, Kern Economic Development Corporation
Terri Church, Dignity Health
Danielle Colayco, Komoto Family Foundation
Shem D. Oesch, Grimmway
Amy Galenski, Chevron
Stan Ellis, Sierra Process System Inc
Fred Nilson, CRA-Tubulars
Kent Halley, Cornerstone Engineering
Omar Hayat, California Resources Corporation
Angelo L. Mazzei, Mazzei Injector Corporation
Terri Lindsey, Bakersfield City School District
Ted Nye, Northrop Grumman, Cal State LA
Melinda Palmer, Kern Energy
Blair Pruett, Cal Microgrids
Paul Waters, Edwards Air Force Base
Michelle Roy, Kern County Superintendent of Schools
Isabel Silva, Kern Health Systems

AH Executive Advisory Council 2023-24

David Milazzo, Macroscopic Technology
Andrea Hansen, Kern Dance Alliance
Amanda Frank, Kern County Superintendent of Schools
Natalie Green, The N2 Company
Jon Sampson, Wells Fargo Advisors
Jim Damian, Kern County

The Accounting Advisory Board aligns accounting and finance programs with current professional standards, drawing on expertise from sectors like professional services, energy and agriculture. Finally, the Teacher Education Advisory Council (TEAC) collaborates with local school districts to ensure CSUB's education programs meet regional educational needs. Together, these advisory boards ensure CSUB's academic programs remain relevant, community-centered and aligned with workforce demands.

Industry Sector of TEAC Members

100%

■ Education

Industry Sector of Accounting Advisory Board

42%
11%
16%
5%
11%
5%
5%
5%

■ Professional Services   ■ Real Estate
■ Energy   ■ Financial
■ Agriculture   ■ Government
■ Healthcare   ■ Professional Organization

Accounting Advisory Board 2023-24

Ryan Nielson, Brown Armstrong, CPAs

Brian Conner, Bolthouse Properties

Mike Anders, Aera Energy

Melanie Rosa, Castle & Cooke

Thomas Maxwell, KMA, CPAs

Ann M. Braun, CBIZ

Valerie Adams, Williams Adams & Company, CPAs

Amirali Zabrani, Bank of the Sierra

Celeste Porter, Tasteful Selections

James Zervis, Kern County

Ashley Godbey, California Resources Corporation

Kim A. Melton, Chevron

Stephanie Peters, Daniells Phillips Vaughan & Bock, CPAs

C. Stanley, Wayne Long & Co, CPAs

Danhira Barajas Millan, Barbich Hooper King Dill Hoffman, CPAs

Michael Stevenson, Barbich Hooper King Dill Hoffman, CPAs

Harjeet Sidhu, Clinica Sierra Vista

Clay Huffman, Bolthouse Farms

Charlie McCarthy, CalCPA BK
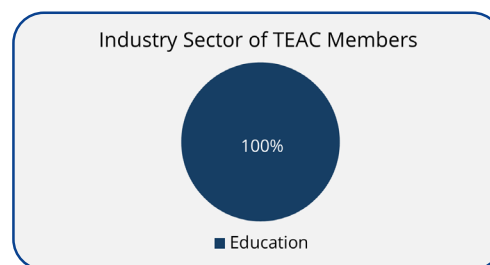
Teacher Education Advisory Council (TEAC) 2023-24

California State University, Bakersfield

Emerson Case, English Professor
Maryann Parada, Modern Languages Professor
Juterh Nmah, Advanced Educational Studies Professor
Alice Hays, Teacher Education Professor
Aubrey Kemp, Teacher Education Program
Richard Wisman, Advanced Educational Studies Professor
Crystal Moreno, Teacher Education Program
Michael Szolowicz, Advanced Educational Studies Professor
BreAnna Evans-Santiago, Teacher Education Professor
Elaine Correa, Human Development, Child, Adolescent, & Family Studies Professor
Sarana Roberts, Advanced Educational Studies Professor
Ashley Sanchez, Teacher Education Program
Kristina LaGue, Teacher Education Professor
Alicia Rodriquez, Arts & Humanities Dean
Dina Saavedra, Teacher Education Program
James Rodriguez, Associate Vice President and Provost
Jane Dong, Natural Sciences, Engineering and Math Dean
Debra Jackson, Vice President for Academic Programs
Gillermina Martinez, Credential Analyst CSUB
Terry Hickey, Social Sciences and Education Assoc. Dean
Debbie Meadows, Education Assessment and Accreditation, Director

Bakersfield College

Jessica Wojtysiak, Interim Vice President, Instruction

Bakersfield City School District

Valerie Saylor, Coordinator I, New Teacher Development

Panama-Buena Vista Union School District

Darryl Johnson, Assist. Superintendent of Human Resources
Denita Maughan, Assist. Superintendent of Special Services
Rafaela Lopez, Director II of New Teacher Support

Greenfield Union School District

Ramon Hendrix, Superintendent

Kern County Superintendent of Schools

Lisa Gilbert, Deputy Superintendent, Instructional Support
Malaika Bryant, Director II, Educator Development
Celia York, Coordinator III, Teacher Induction

Kern High School District

Laura Whipple, Induction Coordinators Director
Leanne Raddatz, New Teacher & Migrant Support
Alan Paradise, Assistant Principal

STUDENT EMPLOYABILITY

CSUB must enhance student employability through academic programs aligned with industry needs. Data from the CSU postsecondary employment and earnings reports for graduates working in the state shows that median annual earnings for graduates increase significantly from two years to 15 years post-graduation, highlighting the long-term financial benefits of a degree. Key employment trends indicate that education (22% of jobs after 2 years, rising to 38% after 10 years), healthcare (12% to 10%) and public administration (14% to 15%) are among the leading industries for CSUB graduates. These figures emphasize our effectiveness in preparing students for in-demand sectors. Further, disparities in earnings by gender, race/ethnicity and academic areas reveal the need for targeted interventions. By fostering partnerships with local businesses and enhancing experiential learning opportunities, CSUB aims to equip students with essential skills for successful careers or graduate school. This commitment to employability is crucial for our students' success and our community's growth.

Median Earnings of CSUB Alumni after Graduation
Graduation Years 2000-01 to 2019-20
by Highest Degree Attained

Legend: All Graduates, Bachelor's Degree, Graduate Degree
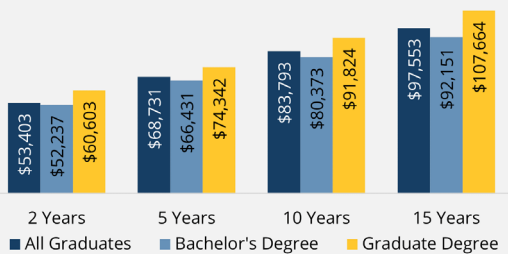
Median Earnings of CSUB Alumni after Graduation
Graduation Years 2000-01 to 2019-20
by Student Type

Legend: First-Time Freshman, Transfer Student
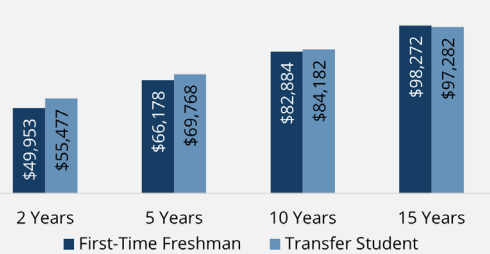
	All Graduates		Bachelor's Degree		Graduate Degree	
	Count	Earnings	Count	Earnings	Count	Earnings
2 Years	15,581	$53,403	13,420	$52,237	2,161	$60,603
5 Years	14,176	$68,731	10,758	$66,431	3,418	$74,342
10 Years	9,669	$83,793	6,751	$80,373	2,918	$91,824
15 Years	5,231	$97,553	3,543	$92,151	1,688	$107,664

	First-Time Freshman		Transfer Student	
	Count	Earnings	Count	Earnings
2 Years	5,353	$49,953	10,228	$55,477
5 Years	4,707	$66,178	9,469	$69,768
10 Years	2,950	$82,884	6,719	$84,182
15 Years	1,440	$98,272	3,791	$97,282

Proportion of CSUB Graduate Employment by Industry
Graduation Years 2000-01 to 2019-20
2 Years After Graduation
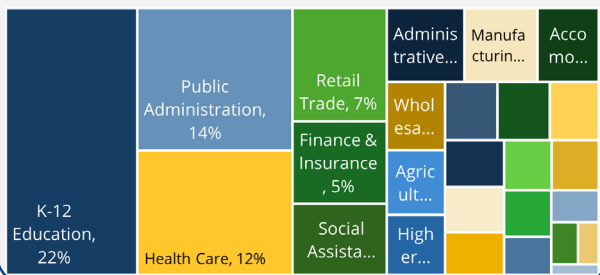
Proportion of CSUB Graduate Employment by Industry
Graduation Years 2000-01 to 2011-12
10 Years After Graduation
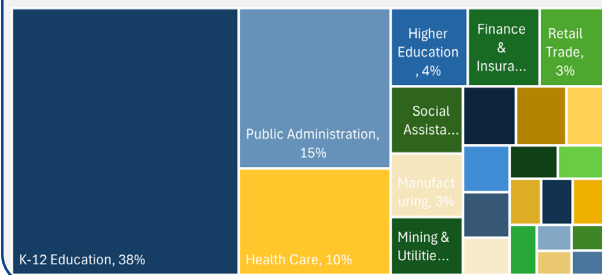
Source: The post secondary employment and earnings report (CSU Chancellor's Office, https://tableau.calstate.edu/views/LaborMarketOutcomes/LaborMarketDashboard).

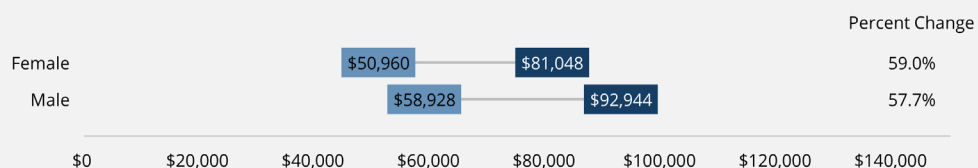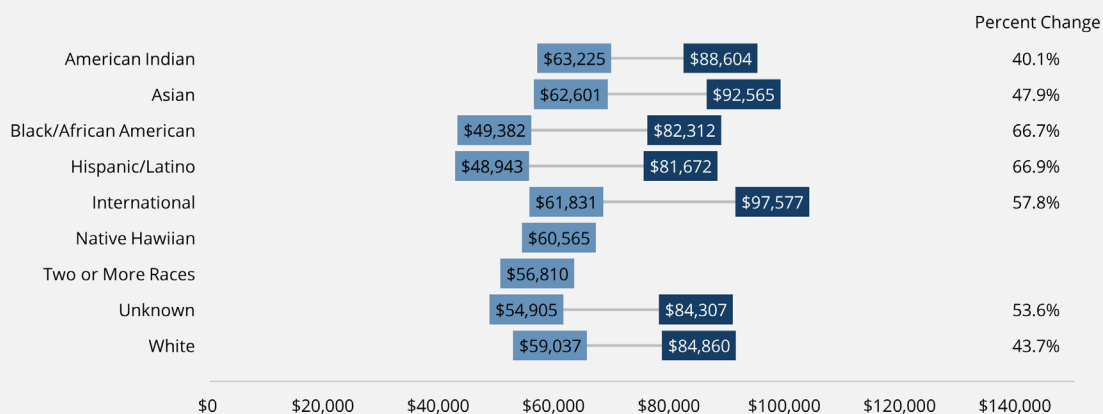## Comparison of Median Annual Earnings of CSUB Graduates at Year 2 and Year 10 by Gender
Graduation Years 2000-01 and 2019-20

	Year 2	Year 10	Percent Change
Female	$50,960	$81,048	59.0%
Male	$58,928	$92,944	57.7%

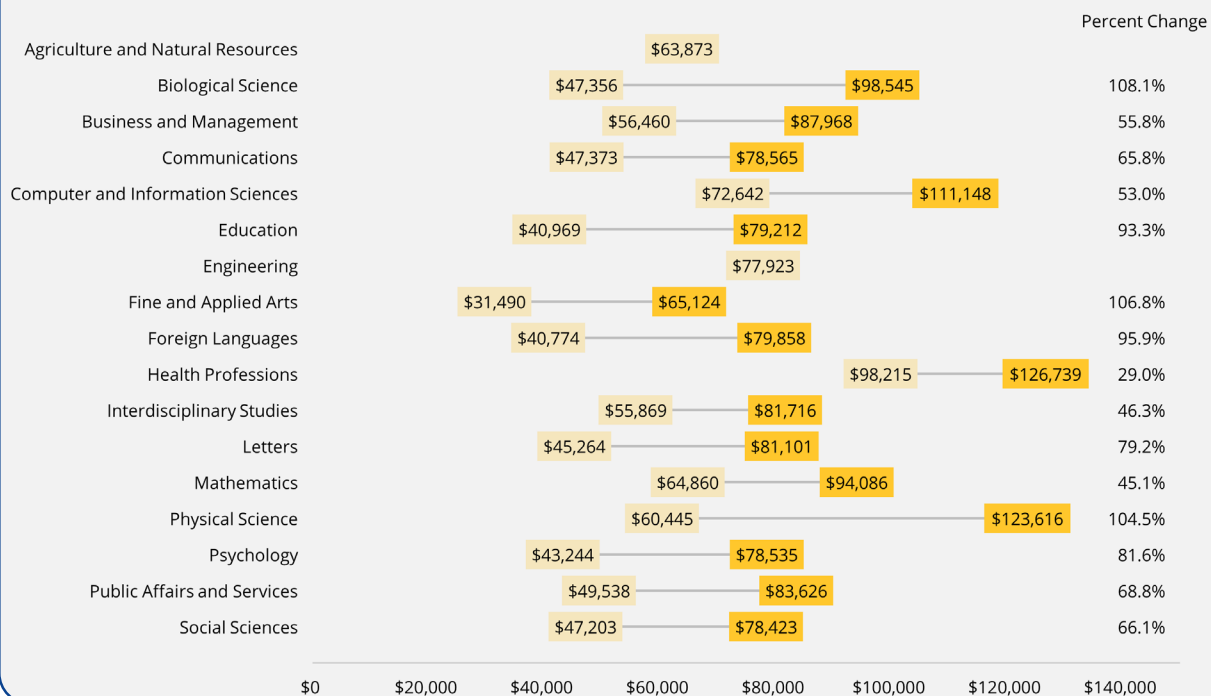$0 $20,000 $40,000 $60,000 $80,000 $100,000 $120,000 $140,000

Comparison of Median Annual Earnings of CSUB Graduates at Year 2 and Year 10 by Race/Ethnicity
Graduation Years 2000-01 and 2019-20

	Year 2	Year 10	Percent Change
American Indian	$63,225	$88,604	40.1%
Asian	$62,601	$92,565	47.9%
Black/African American	$49,382	$82,312	66.7%
Hispanic/Latino	$48,943	$81,672	66.9%
International	$61,831	$97,577	57.8%
Native Hawiian	$60,565		
Two or More Races	$56,810		
Unknown	$54,905	$84,307	53.6%
White	$59,037	$84,860	43.7%

$0 $20,000 $40,000 $60,000 $80,000 $100,000 $120,000 $140,000

Comparison of Median Annual Earnings of CSUB Graduates at Year 2 and Year 10 by Academic Area
Graduation Years 2000-01 and 2019-20

	Year 2	Year 10	Percent Change
Agriculture and Natural Resources	$63,873		
Biological Science	$47,356	$98,545	108.1%
Business and Management	$56,460	$87,968	55.8%
Communications	$47,373	$78,565	65.8%
Computer and Information Sciences	$72,642	$111,148	53.0%
Education	$40,969	$79,212	93.3%
Engineering	$77,923		
Fine and Applied Arts	$31,490	$65,124	106.8%
Foreign Languages	$40,774	$79,858	95.9%
Health Professions	$98,215	$126,739	29.0%
Interdisciplinary Studies	$55,869	$81,716	46.3%
Letters	$45,264	$81,101	79.2%
Mathematics	$64,860	$94,086	45.1%
Physical Science	$60,445	$123,616	104.5%
Psychology	$43,244	$78,535	81.6%
Public Affairs and Services	$49,538	$83,626	68.8%
Social Sciences	$47,203	$78,423	66.1%

$0 $20,000 $40,000 $60,000 $80,000 $100,000 $120,000 $140,000

ACADEMIC PORTFOLIO REORGANIZATION

School ➡ College

RENAMING SCHOOLS TO COLLEGES

In the spring of 2023, the Academic Senate approved a recommendation made by the School Elevation Exploration Committee (SEEC) to elevate the four existing schools to colleges. The SEEC also recommended that the Academic Senate develop an approval process for the formation of future schools within the colleges. The renamed organizational structure provides many benefits to the University, including opportunities for fundraising, alignment with the majority of CSU campuses and other similar universities, increased student recruitment and a more logical structure for accreditation purposes.

ASSOCIATE DEGREE FOR TRANSFER (ADT)/TRANSFER PATHWAYS

Development of transfer pathways provides community college students with the intention to transfer a clear roadmap for degree completion. These pathways allow academic advisors at both institutions to provide accurate advising and assist students in developing plans for timely degree completion. Academic Programs has collaborated closely with the transfer team in Enrollment Management over the past two years to increase access to high-demand academic programs. Intentional efforts to connect with our community college partners to revise and/or develop new 2+2 transfer pathways have been significant.

Bakersfield College Transfer Convening
October 2022

Porterville College Transfer Convening
March 2023

Cerro Coso Transfer Convening
April 2024

65 Associate Degrees for Transfer
as of Fall 2024

| Bakersfield College Virtual Transfer Convening February 2022 | Bakersfield College Transfer Convening October 2022

Porterville College Transfer Convening March 2023 | Cerro Coso College Transfer Convening April 2024 |
|---|---|---|
| One hundred thirteen attendees via Zoom focused on updates regarding transfer requirements, Program Pathways Mapper (PPM), curriculum alignment and strategies for a seamless transition. | **Bakersfield College:** The event was attended by a total of 134 participants, including 26 faculty, 18 staff advisors and 11 administrators from CSUB. Faculty and staff from both campuses met by disciplinary group to discuss improving pathways for transfer. These teams revised 25 existing pathways and created 26 new pathways, many of which involved mapping additional concentrations. Maps are published in Program Pathways Mapper (PPM).

Porterville College: This first-ever convening with PC was attended by 16 CSUB faculty and 14 staff advisors, totaling 51 participants from both campuses. Eighteen academic programs were represented, resulting in 36 new 2+2 pathways. Maps were published in PPM for the 2023-24 AY. | A transfer convening was held in Tehachapi to develop 2+2 roadmaps to CSUB-AV as well as the main campus. Cerro Coso includes program maps that allow students in Ridgecrest and other East Kern communities to complete transfer programs. Some maps offer both online and face-to-face options for degree completion.

Fifteen CSUB faculty and 21 staff advisors attended, bringing the total number of participants from both campuses to 63.

Nineteen academic programs represented, resulting in 22 new pathways to the main campus and 7 new pathways to CSUB-AV. Final approvals are underway. Since Cerro Coso has not yet implemented the PPM, discussions regarding the housing and location of the maps are ongoing. |

Additional transfer map development took place in AY23-24 with Reedley College. Twenty-eight draft maps were developed and are currently being finalized by both campuses. Maps will be built in the PPM for the 2023-24 academic year in early fall 2024.

Next steps: Planning meetings with Taft College and Antelope Valley College in fall 2024 in preparation for transfer convenings in spring 2025. Initial outreach and conversations with College of the Canyons will take place during the 2024-25 AY.

PROGRAM ASSESSMENT

PROGRAM ASSESSMENT AND RESOURCES

In fall 2022, the Campus Assessment Team was reconstituted following a revised charge to address concerns related to program assessment activities across campus. A Program Assessment Workshop Series was conducted by assessment leaders and posted on the Institutional Research, Planning and Assessment (IRPA) website to support those working on program assessment efforts across campus. A myriad of additional resources has been posted on the IRPA website, which serves as a go-to assessment information hub. Assessment resources can be found at: https://www.csub.edu/irpa/assessment/index.shtml.

CSUB utilizes the "NILOA Transparency Framework" - a system developed by the National Institute for Learning Outcomes Assessment - to transparently demonstrate the quality of the academic programs and the achievements of the students, by clearly outlining assessment methods and evidence of student learning.

CSU BAKERSFIELD ACCREDITED PROGRAMS

CSU Bakersfield Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Business Administration	BS	Association to Advance Collegiate Schools of Business-International (AACSB)	1975	2023-24
Business Administration	MBA	Association to Advance Collegiate Schools of Business-International (AACSB)	1975	2023-24
Chemistry	BS	American Chemistry Association	1974	2026
Computer Engineering	BS	Engineering Accreditation Commission of Accreditation Board for Engineering and Technology (ABET)	10/1/2016	2023-24
Economics	BS	Association to Advance Collegiate Schools of Business-International (AACSB)	2019	2023-24
Educational Leadership	EdD	Association for Advancing Quality in Educator Preparation (AAQEP)	2023	2030
Electrical Engineering	BS	Engineering Accreditation Commission of Accreditation Board for Engineering and Technology (ABET)	10/1/2016	2023-24
Engineering Sciences	BS	Engineering Accreditation Commission of Accreditation Board for Engineering and Technology (ABET)	10/1/2016	2023-24
Music	BA	National Association of Schools of Music (NASM)	2020	2025-26
Nursing	BS	Commission on Collegiate Nursing Education (CCNE)	2002	2031

CSU BAKERSFIELD ACCREDITED PROGRAMS (CONTINUED)

CSU Bakersfield Programs	Degree or Credential Designation	Accreditor	First Granted	Renewal Date
Nursing	MS	Commission on Collegiate Nursing Education (CCNE)	2016	2031
Public Administration	MPA	Network of Schools of Public Policy, Affairs and Administration (NASPAA)	1987	2023-24
Social Work	MSW	Council on Social Work Education (CSWE)	2002	2031
Education – Curriculum and Instruction	MA	Association for Advancing Quality in Educator Preparation (AAQEP)	2023	2030
Education (Special Education)	MA	Association for Advancing Quality in Educator Preparation (AAQEP)	2023	2030
Educational Administration	MA	Association for Advancing Quality in Educator Preparation (AAQEP)	2023	2030
Preliminary Administrative Services	Post-baccalaureate service credential	Association for Advancing Quality in Educator Preparation (AAQEP) California Commission on Teacher Credentialing (CCTC)	2023 2006	2030 2030
Pupil Personnel Services: School Counseling	Post-baccalaureate service credential	Association for Advancing Quality in Educator Preparation (AAQEP) California Commission on Teacher Credentialing (CCTC)	2023 2004	2030 2030
Preliminary Multiple/ Single Subject, with Intern	Post-baccalaureate teaching credential	Association for Advancing Quality in Educator Preparation (AAQEP) California Commission on Teacher Credentialing (CCTC)	2023 1971	2030 2030
Preliminary Education Specialist: Mild to Moderate Support Needs, with Intern	Post-baccalaureate teaching credential	Association for Advancing Quality in Educator Preparation (AAQEP) California Commission on Teacher Credentialing (CCTC)	2023 1973	2030 2030
Preliminary Education Specialist: Extensive Support Needs, with Intern	Post-baccalaureate teaching credential	Association for Advancing Quality in Educator Preparation (AAQEP) California Commission on Teacher Credentialing (CCTC)	2023 1973	2030 2030
Early Childhood Special Education Added Authorization	Post-baccalaureate teaching authorization	Association for Advancing Quality in Educator Preparation (AAQEP) California Commission on Teacher Credentialing (CCTC)	2023 2015	2030 2030
Bilingual Added Authorization: Spanish	Post-baccalaureate teaching authorization	Association for Advancing Quality in Educator Preparation (AAQEP) California Commission on Teacher Credentialing (CCTC)	2023 2019	2030 2030
Reading and Literacy Added Authorization	Post-baccalaureate teaching authorization	Association for Advancing Quality in Educator Preparation (AAQEP) California Commission on Teacher Credentialing (CCTC)	2023 2015	2030 2030

TENURE DENSITY

CLUSTER HIRING

In 2023-24, the first cohort of our faculty Cluster Hire focused on Social Justice and Minoritized Communities was welcomed. The original plan for five lines was expanded to ten, with searches for seven positions completed during 2022-23 and three moved to 2023-24. All Cluster Hire search committee members attended Anti-Bias/Anti-Racist training sessions led by California Faculty Association (CFA) facilitators. Their academic departments are considering revisions to their evaluation processes to recognize inclusive pedagogies, value diversity of faculty and scholarly/creative contributions, and understand cultural taxation. In addition, our Cluster Hire participants are receiving additional funding for course development and scholarships and will soon be invited to participate in our Faculty Leadership Academy during their probationary period.

Tenure Density

Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023
51.0%	51.8%	51.2%	51.3%	53.0%