Goals and Planned Strategies

GOAL 1: By 2025, increase the climate of awareness and tolerance for diversity among students, staff, and faculty at SDSU Imperial Valley.

Strategy 1: Provide opportunities for diverse guest speakers and lecturers.
- Resources needed: Funding for advertisements about speakers, as well as funding for stipends for speakers will be required.
- Responsibility: The college’s Committee on Diversity and Equity (CDE) will be responsible for coordinating guest speakers and lecturers. The CDE will engage in efforts to recruit speakers who are diverse in ways that are underrepresented within the SDSU Imperial Valley community, including but not limited to sexual orientation, religion, gender identity, ability, and ethnicity or tribal affiliation.
- Assessment: The chair of the CDE will submit an annual report to the dean detailing implementation of this intervention.

Strategy 2: Ensure all faculty receive information about trainings on inclusive pedagogy and scholarship, and encourage faculty to participate in these trainings.
- Resources needed: Ability to communicate with faculty via email, information from university and online sources about trainings.
- Responsibility: The CDE will distribute announcements about trainings to faculty and encourage faculty participation. The CDE will also request information from faculty about their participation in trainings each year.
- Assessment: The CDE will submit an annual report to the dean detailing implementation of this intervention. The CDE will submit a record of faculty participation to the Division Chairs so that Division Chairs can include this information in letters that SDSU Imperial Valley faculty are required to submit as part of their materials during the Retention, Tenure, and Promotion process.

Strategy 3: Create data-collection method(s) for the college regarding the demographics of students, staff, faculty, and administration in the many ways that human beings are diverse.
- Resources needed: Funding for online data-collection and participation incentives may be required. Assigned time for data collection, management, and analyses may also be required.
- Responsibility: The CDE will identify or create appropriate data-collection methods, including surveys.
- Assessment: The chair of the CDE will submit a report to the college detailing implementation of this intervention by 2025.
GOAL 2: By 2025, increase satisfaction with the work environment among staff, lecturers/part-time faculty, and early/mid-career employees at SDSU Imperial Valley to correspond with levels of satisfaction of tenured faculty and senior employees on our campus.

Strategy 1: Establish a committee to work routinely with staff, faculty, and administration at the San Diego campus throughout the academic year to address disparities experienced by students, staff, and faculty at the Imperial Valley campus. Among other responsibilities, this committee shall review salaries and policies to ensure equitable compensation and advancement between employees at the Imperial Valley and San Diego campuses. This committee shall also discuss institutionalizing access and equity in home departments at the San Diego campus for Imperial Valley full-time faculty, and promote transparency in hiring and opportunities for staff.

- Resources needed: Assignment of time/work responsibilities of staff and faculty at the San Diego and Imperial Valley campuses to serve on this committee will be required.
- Responsibility: The CDE will oversee communication with employees at both campuses and make recommendations as this new committee is created.
- Assessment: The chair of the CDE will submit a report to the college detailing implementation of this intervention by 2025.

Strategy 2: Host one event per semester during the academic year designed to foster communication and networking opportunities for lecturers/part-time faculty.

- Resources needed: Administrative staff to communicate with lecturers/part-time faculty, space for the events, and funds for sundries (e.g., food) will be required.
- Responsibility: The Assistant Dean’s Office will identify people to coordinate and host these events.
- Assessment: The CDE will coordinate with the Assistant Dean and create a report detailing implementation of this intervention.

Strategy 3: Create data-collection methods for the college to enhance understanding about staff, lecturer/part-time faculty, and new-faculty perspectives about their needs and their work climates.

- Resources needed: Funding for online data-collection and participation incentives may be required. Assigned time for data collection, management, and analyses may also be required. Time for staff to participate in data collection during the workday may also be required.
- Responsibility: The CDE will identify or create appropriate data-collection methods, including surveys and qualitative methods (e.g., focus-group interviews). The CDE will also oversee data analyses.
- Assessment: The chair of the CDE will submit a report to the college detailing implementation of this intervention by 2025.
GOAL 3: By 2025, improve the current ratio of URM full-time faculty to URM students (approximately 1 : 3) to 1.5 – 2 : 3 at SDSU Imperial Valley. (This goal and its associated strategies presented below are required by the university.)

Strategy 1: Use Building on Inclusive Excellence (BIE) Criteria. SDSU Imperial Valley will employ the University’s BIE committee to certify that finalists meet at least three of the BIE criteria. This should occur prior to finalists being approved for a campus visit.

- Resources needed: Not applicable; the BIE committee is organized by the Associate Chief Diversity Officer.
- Responsibility: The Chair of the search committee will be responsible for including the BIE criteria in the job advertisement. The search chair will also be responsible for submitting candidate materials to the Dean’s Office and the Associate Chief Diversity Officer (ACDO) for review by the BIE committee as soon as finalists are selected. After the determination is made by the BIE committee, the Dean and the search committee chair will be notified by the ACDO.
- Assessment: The college will submit an annual report to the faculty detailing implementation of this intervention.

Strategy 2: Require Inclusion Representatives. SDSU Imperial Valley will only advance searches to the Office of Employee Relations and Compliance when the search committees have requested a certified Inclusion Representative.

- Resources needed: Not applicable; this program is funded by the Chief Diversity Officer.
- Responsibility: The search committee chair will request an approved Inclusion Representative through the IR program as advised by the Associate Chief Diversity Officer.
- Assessment: The college will submit an annual report to the faculty detailing the implementation of this intervention.

Strategy 3: Require implicit bias training. SDSU Imperial Valley will only approve search committee members who have participated in one of the University’s Equity-Minded Hiring seminars within the last two years.

- Resources needed: This program is funded by the Chief Diversity Officer. Committee members will need to invest at two-three hours to complete the basic training.
- Responsibility: The search committee chair is responsible for confirming that all members have participated in the training prior to beginning review of applications.
- Assessment: The college will submit an annual report to the faculty detailing implementation of this intervention.

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1 Inclusion Representatives are non-voting members of search committees who provide colleagues with information on equitable hiring practices and support in identifying and reducing the many ways that implicit biases can manifest in the hiring process. More details about this program are forthcoming from the university.
Strategy 4: Improve pool proportionality. In cases where pool proportionality is not reflective of terminal degree holders within the field, SDSU Imperial Valley will require the search committee to specify actions that have been taken to ensure a representative pool. Documentation of these actions will be provided to the ACDO. [The Hiring Guide already requires departments to submit a pool proportionality form to the Office of Employee Relations and Compliance (OERC)]

- Resources needed: Committee chairs may need training to interpret the data and understand appropriate actions to increase pool proportionality.
- Responsibility: The search committee chair is responsible for submitting the pool proportionality form, and any required documentation, to OERC and the ACDO.
- Assessment: The College will submit an annual report to the faculty detailing implementation of this intervention.