

## HRDI 2023-2024 Priorities

### 1. Campuswide DEI and Social Justice Initiatives

#### A. Create a Commission on Equity, Inclusion, and Social Justice (CEISJ)

Creation of the Commission on Equity, Inclusion, and Social Justice (CEISJ) at Cal State Fullerton, guided by our Principles of Social Justice. The purpose of CEISJ would be help to align DEI efforts on campus using the campus climate survey results under the Campus Strategic Plan 2024-2029 and to provide accountability and transparency in the strategies used to attain the goals.

The commission will be charged with; reviewing the campus climate survey, Cozen report and the campus strategic plan to inform the DEI efforts, provide recommendations for strategies/focus to colleges/divisions based on DEI goals and Campus Strategic Plan 2024-2029, develop resources and provide support to the campus on DEI goals and strategies. The commission will make recommendations on how the campus should address DEI being under attack in our nation and how to best to find spaces for all voices to be heard on this topic. They will also be charged with monitoring progress by reviewing Campus Strategic Plan reports of DEI Goals and provide regular recommendations to the campus on the impact of strategies on DEI Goals.

#### B. Develop Updated Equitable Searches Learning Series

The faculty recruitment process is a crucial component in creating a diverse and inclusive academic community and critical in meeting our Social Justice Guiding Principles. This new 7 part learning series will be for anyone engaging in a TT faculty search to provide skills and strategies for fair and equitable search process.

In April/May 2023 the first two parts of the series will be conducted on Crafting an Inclusive Position Announcement and Developing an Active Recruitment Plan.

In Fall 23: Conduct Part 3 and 4 will be conducted on Evaluation of Candidate Applications and Interviews. Finally, in Spring 24 parts 5-7 will be conducted with a topic based on evaluation of the current TT faculty search cycle and research-based best practices that can be catered to different disciplines.

Outcomes of this learning series are:

- **Improved Diversity:** By offering professional development opportunities that focus on diversity, equity, and inclusion, faculty members will be better equipped to conduct searches that attract a more diverse pool of applicants.
- **Enhanced Quality of Candidates:** The professional development plan will teach faculty members how to identify high-quality candidates from minoritized backgrounds who are well-suited to their respective fields.
- **Increased Retention Rates:** When minoritized faculty members see that your university is dedicated to promoting diversity and inclusion, they are more likely to stay and contribute to your community.

## **2. Campus-wide Training and Development**

### **A. Implemented the Leadership Excellence and Development Program (LEAD) for Managers.**

To equip university administrators and managers with the knowledge, skills, and best practices necessary to effectively lead and manage complex organizations at Cal State Fullerton, focusing on fostering student and employee success while advancing institutional goals.

The program will increase self-awareness and emotional intelligence, enhance personal leadership skills and style, and develop a better understanding of one's strengths and areas for improvement in order to become a more effective and successful manager. Program to be rolled out to campus fall of 2023.

The program framework is centered around our Social Justice Guiding Principles (SJGP), Core Competencies, Leadership, and applicable laws.

#### **Program Plan:**

Onboarding (First 90 days)

Self-paced learning (First year)

In-person workshop cohorts (First year)

### **B. Inclusion Champion Certificate Program 2.0- Engagement and Re-engagement**

The ICCP is a certificate program that all members of the CSUF community can participate in as a means to learn tools for becoming a 'Champion of Inclusion' on campus. ICCP courses provide opportunities for self-reflection, increase cultural competency and awareness, and offer tangible application to participants' current campus roles.

One of the requirements of ICCP is to be re-certified after two academic years of receiving the certificate. ICCP 2.0 will be a way for completers to be re-certified and also to add a more diversified curriculum and provide more relevant and impact topics based on the Social Justice Guiding Principles.

Fall 2023: Roll out ICCP 2.0 to campus to those who have re-certified

Spring 2024: Recognize and celebrate ICCP Completers and ICCP 2.0 Recertifications

### **C. Assess and Update Staff Development Center (SDC) Programming**

The CSUF Staff Development Center (SDC) advances staff members' capacity for personal development, professional development, and connection and belonging. Needs assessment: Regularly assessing SDC training and development needs of CSUF staff members to ensure that programs and services align with the current and future needs of the university and staff.

#### **Framework for Staff Development Center Planning Process**

- Needs Assessment
- Program design (Programming can include traditional classroom-style training and workshops, online and self-paced learning, and opportunities for peer-to-peer learning and support)
- Evaluation
- Providing Resources and support
- Marketing
- Collaboration among staff members from different departments and divisions and with external partners and experts

### **3. Workforce Development**

#### **A. Enhance Student Employment programs to increase the value of student employment experiences and to increase the pipeline for future CSU Fullerton employees.**

1. Implement the new student classification, Learning-Aligned Employment Program (LAEP) at CSUF. A small pilot of the LAEP program is underway in Spring 2023, with the goal of broader implementation across campus in the 2023-24 academic year.
2. Develop a training plan for student employees and supervisors and will deliver pilot training in the 2023-24 academic year.
3. Host information tables about campus student employment opportunities at multiple student career events for students and their parents and host a campuswide student employee appreciation event based on outcomes from a pilot event in Spring 2023.

#### **B. Revitalizing campus and community engagement – amplify CSUF as the employer of choice in the area**

Rebuilding our efforts to pre-pandemic levels has been our top priority for 2022/2023, and 2023/2024 will focus on enhancing our recruitment and retention.

- Implement Employee Value Statement
- New Employee Mixer
- Promotional Mixer
- HRDI Student employee to staff pipeline
- Tabling at job fairs (campus career center, off-site)
- Hosting our first job fair for jobs on campus or difficult-to-fill roles
- University Advancement – Alumni Engagement as prospective candidates
- CSUF College Engagement – furthering student-to-staff pipeline, partnering with Academic Human Resources Team

#### **C. Operational efficiency, technological advancement – creating a strong business process to support HR reporting/documentation with streamlined customer service**

Campus community decentralized users collaboration with Human Resources will be reimaged with technology at the forefront with new integrations and new technological enhancements including CHRS, Skill Survey, and Temporary Pool revamp to name a few.

- Reviewing and reimagining business processes – specifically focusing in order (1) candidate experience, (2) campus decentralized user experience, (3) central office efficiency
- Skill Survey integration – Reference check technology, improve efforts to ensure candidates are best fit
- Temporary Pool – Begin utilization of “campaign” functionality, review internal process for furthering candidate paring with hiring department needs
- CHRS implementation, including, testing process mapping, training, communication, data reporting and data queries
- Oversee the successful migration of employee files to OnBase