

Areas of Concern	Planned Corrective Actions	Analysis of Progress
<ul style="list-style-type: none"> <li>◆ Improve retention and progress toward tenure for probationary faculty</li> </ul>	<ul style="list-style-type: none"> <li>◆ Develop and implement a mentoring program for probationary faculty to assist with better retention.</li> <li>◆ Provide training for faculty mentors through the Faculty Center for Professional Development (FCPD);</li> <li>◆ Conduct university-wide events to support the mentors and their protégé faculty;</li> <li>◆ Assist colleges in establishing college-based mentoring activities that will have a favorable impact on the campus climate and, ultimately, the level of comfort experienced by newer faculty members. Such efforts should significantly influence the faculty diversity that is achieved and maintained.</li> </ul>	
<ul style="list-style-type: none"> <li>◆ Better Prepare Chairs and Members of Search Committees to strengthen recruitment strategies and to ensure equitable consideration of candidates for employment (administrative, faculty, and staff recruitments).</li> </ul>	<ul style="list-style-type: none"> <li>◆ Provide required college-specific training sessions for chairs of all faculty search committees to ensure robust recruitment activities, and equitable screening and selection practices;</li> <li>◆ Provide training for all members of academic administrator searches to ensure robust recruitment activities, and equitable screening and selection practices;</li> <li>◆ Assist departments and colleges in developing and placing discipline targeted recruitment advertisements (print and web-based), and scheduling professional association trips and activities. Encourage the appointment of a diverse search committee committed to promoting equitable recruitment and selection</li> </ul>	

	strategies. Ensure that all advertisements and e-mail notifications about the position include statements that communicate the University's commitment to diversity.	
<ul style="list-style-type: none"> <li>◆ Increase participation rates of staff in training, career development and promotional programs.</li> </ul>	<ul style="list-style-type: none"> <li>◆ Evaluate notification process to ensure broad awareness of existing opportunities;</li> <li>◆ Survey staff to determine if barriers to participation exist;</li> <li>◆ Develop schedule for regular discussion of opportunities and procedures for employees to be considered and supported for attaining their career goals;</li> <li>◆ Include professional development opportunities for employees in the goals section of the Annual Staff Evaluations.</li> </ul>	

NOTE: The policy of California State University, Long Beach is to promote access and opportunity. Affirmative Action is defined as result-oriented steps taken **to ensure equal opportunity**. These steps can be broad-based and/or narrowly focused as long as they are taken to **1) expand rather than limit consideration, and 2) guard against discriminatory and/or preferential treatment.**

Eq-div/AAP/division-College Assessment