



CALIFORNIA STATE UNIVERSITY, LONG BEACH

**Faculty Center Advisory Board (FCAB)
Annual Report
AY2021-22**

The FCAB has four meetings in AY 2021-2022: two meetings during fall 2021 (Sept 17, 2021, and Nov 5, 2021) and two meetings during Spring 2022 (Feb 17, 2022, and April 19, 2022). The following are lists of major discussions and recommendations by the board during the four meetings submitted to Academic Senate for review:

Note: The board includes staff as part of the charge

Discussion regarding faculty concerns and well-being

1. Concerns about junior faculty mentorship, the lack of faculty support for faculty research, and the lack of resources for faculty and staff well-being.
2. Concerns about the increasing class size that impacts quality teaching and learning
3. How to intervene appropriately with faculty for microaggressions. How to interrupt and be safe.
4. How do we change the culture regarding bullying?
5. Importance of staff and faculty wellness and ability to support students' wellness.

Discussion regarding student concerns and well-being:

1. Student learning support and motivation
2. Class size
3. The possibility of providing student assistants to lecturers who teach a large number of classes besides full-time tenure/tenure-track faculty
4. DFW (Grade D, F, or Withdrawal): ongoing programs to sensitize faculty to the kinds of things

Discussion on performance evaluation/assessment:

1. How can we promote the equity of lecturers to allow their voices to be heard?
2. Workshops on leadership pathways for lecturers.
3. FCAB approved recommendation: "The Faculty Center Advisory Board recommends that the Faculty Center offer support for the mentoring of evaluation committee members and hold sessions to support faculty (candidates) through the process – both lecturer and tenure lines to be consistent with the mission and objectives of the department, college, and university."

Discussion regarding the budget development for the Faculty Center work

1. Budget development occurs each year, usually in July for the upcoming year.
2. Budget Proposal is reviewed and approved by the Provost
3. Welcoming ideas now for workshops for next year.

FCAB Suggestions and recommendations:

1. Launch a task force on the faculty and staff wellbeing
2. Changing the name of Faculty Center to Faculty and Staff Center
3. Create guidelines on faculty formative assessment to help new faculty create assessment tools.
4. Develop programs to support different stages of faculty growth and development.
5. Connect faculty growth and development to the university's mission, goals, and strategies.
6. Develop a forum for affinity groups to share with one another.
7. Host restorative justice workshops
8. Address academic bullying and microaggressions on campus
9. Develop a certificate of completion or "badge" after completion of a series of workshops.
10. Faculty center activities: community engagement initiative, roundtables, in-house or virtual gatherings on research to promote scholarly work, editing services, a retreat for research, bookshelf displaying faculty publications, etc.

Records of Major Faculty Center Workshops and Initiatives AY 2021-22 (List provided by Faculty Center)

Fall 2021

- 1) Faculty Professional Development Learning Community on Inclusive, Accessible, and Equity-Minded Instructional and Classroom Management Strategies
- 2) Equity Mindedness and Pedagogy Workshop Series
- 3) National Center for Faculty Development & Diversity (NCFDD) New faculty discussion group
- 4) The Misty Jaffe Early Leaders Program (ELP):
- 5) Become a Bob Murphy Access Center (BMAC) Ally
- 6) Collaborative Online International Learning (COIL) Initiative
- 7) Information Session on Opportunities for International Exchange Grants, Fellowships, and Programs for your (Underrepresented) Student Mentees
- 8) Advancing Inclusive Mentoring Initiative
- 9) Supporting Students in Peer-Engagement (Schedule TBD)
- 10) Gender and Race Biases in the Classroom: Working with Different Intersecting Identities
- 11) Restorative Justice Approaches to Academic Integrity
- 12) Faculty and Staff Basic Needs Workshops (health, mental health, economic well-being, overall COVID-stress)
- 13) Women of Color in Academia @ CSULB (On Going)

Spring 2022

- 1) Faculty Professional Development Learning Community on Inclusive, Accessible, and Equity-Minded Instructional and Classroom Management Strategies
 - 2) Become a Bob Murphy Access Center (BMAC) Ally
 - 3) Collaborative Online International Learning (COIL) Initiative
 - 4) Information Session on Opportunities for International Exchange Grants, Fellowships, and Programs for your (Underrepresented) Student Mentees
 - 5) Advancing Inclusive Mentoring Initiative
 - 6) Supporting Students in Peer-Engagement (Schedule TBD)
 - 7) Gender and Race Biases in the Classroom: Working with Different Intersecting Identities (Description and schedule to be provided)
 - 8) Restorative Justice Approaches to Academic Integrity
 - 9) Faculty and Staff Basic Needs
 - 10) Women of Color in Academia @ CSULB (On Going)
- Additional Initiative
Workshop Series on Diversity, Equity & Inclusion in the Classroom