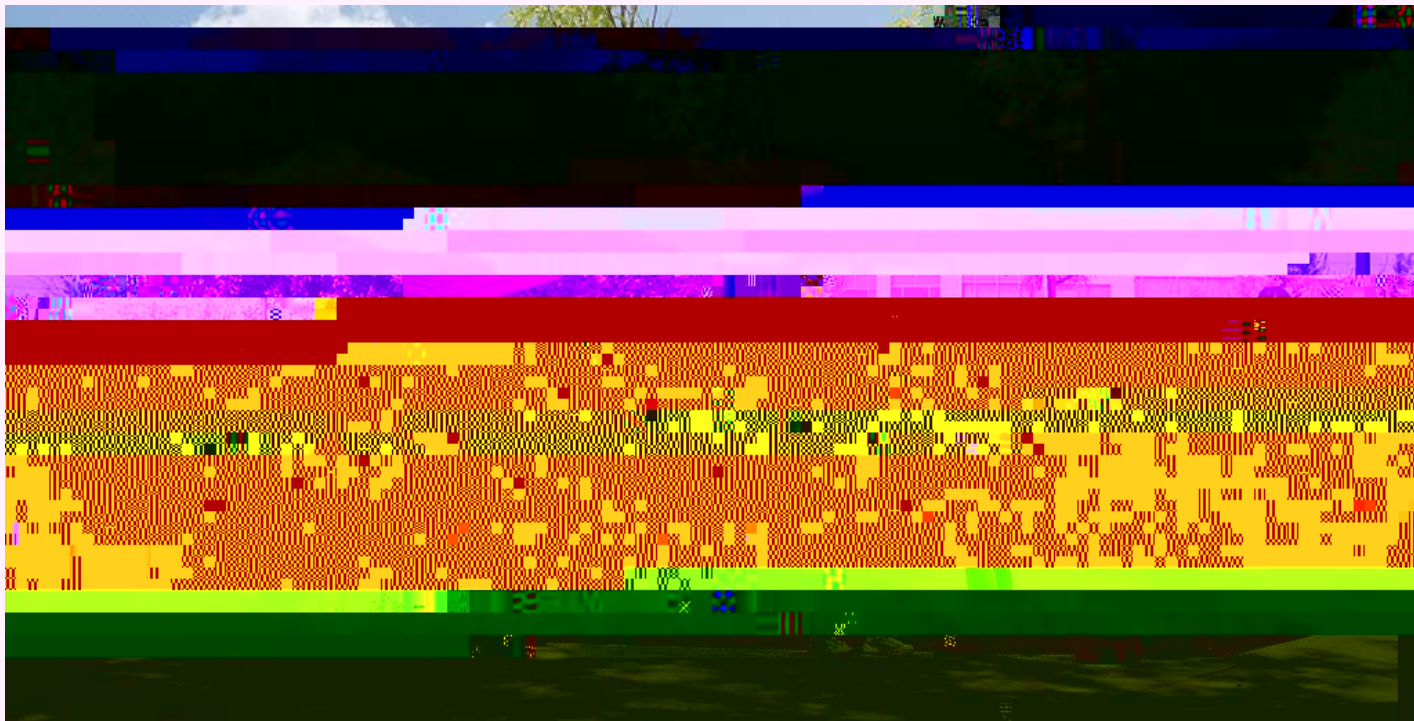


# FUTURE DIRECTIONS

Project Update

Town Hall | February 17, 2022



[csueastbay.edu/futuredirections](https://csueastbay.edu/futuredirections)

# Agenda

11:30 - 12:00

Project Overview

Presentation of Draft Goals and Outcomes

President Sandeen - Welcome Remarks

12:00 - 12:45

Breakout Groups - discussion and feedback on goals and outcomes

12:45 - 1:00

Group Reports

# Future Directions - Steering Committee

Mark Almeida (Executive Director, University Housing & Commercial Services)

Lori Bachand (Associate Vice President, University Communications & Marketing)

Kimberly Baker-Flowers (University Diversity Officer)

Lonny Brooks (Professor, Communication)

Chris Chamberlain (Associate Dean, CEAS)

Christina Chin-Newman, Vice Chair of Senate and DELO

Kabir Dhillon (Executive Vice-President of ASI)

Kyzyl Fenno-Smith (Chair, Library)

Balvinder Kumar (Director, Special Academic Sessions)

Holly Stanco (Associate Vice President, University Development)

Fanny Yeung (Associate Vice President, Institutional Effectiveness and Research)

Veronica Salvador (Director, Administrative Processes and Clery Director)

Jason Singley (Dean, College of Science)



# Goal Categories and Workgroups

Organizational Excellence and Accountability

Research and Innovation

Community Engagement and Collaboration

Social Justice / Dismantle Structural and Institutionalized Racism

Equitable Student Success and Belonging



Cal State East Bay will actively improve organizational processes and establish

Future Directions Committee

# Outcomes: Organizational Excellence and Accountability

**Outcome 1:** 70% of students served in AY 2023-24 felt their needs were met with personalized attention in a timely fashion.

**Outcome 2:** Develop and implement a leadership management program within one (1) year that prioritizes process improvement, change management, and employee empowerment.

**Outcome 3:** Identify significant barriers and streamline processes within our departments

**Outcome 4:** Employee job satisfaction increased by 10% in AY 2023-24



# Research and Innovation Workgroup

Balvinder Kumar (co-chair)

Patty Oikawa (co-chair)

Lonny Brooks

Chantal Ebarle

Holly Fincke

Chandra Khan

Janiene Langford

Kaumudi Misra

Divya Sitaraman

# Goal: Research and Innovation

CSU East Bay will maximize resources to enhance research and innovation to address sustainability and societal needs with an emphasis on equitable access and participation while preparing students for a dynamic workforce.

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# Community Engagement and Collaboration Workgroup

Mary D'Allewa (co-chair)

Carrie Stewart (co-chair)

Dan Bellone

Zandrae Chan

Shannon Coskran

Kyzyl Fenno-Smith

Tony Marks-Block

Carolyn Nelson

Holly Stanco

Together through reciprocal, equitable, and transparent community partnerships,

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# Outcomes: Community Engagement and Collaboration

**Outcome 1:** Complete two forms of data collection and assessment. An internal version of campus departments, programs, participants, and systems that engage with the community. And an external data collection and assessment effort to review partnerships for “types” of partners. Within one year of funding being allocated the assessments will be completed. Assessments will inform the development of #3.

**Outcome 2:** Develop a university statement on ethical and reciprocal collaboration with community and community partners. Completed by June 2023.

**Outcome 3:** A specific university-level hub should be established that functions as a clearinghouse for all departments, programs, and efforts that engage with the community for the public good, and meets the university goal to work together with our partners in reciprocal, equitable, and transparent relationships. Hub planning, including infrastructure, staffing, and budget are identified in 2023-24; the initial (“seed”) community board needs to be in place by fall 2023; a physical location has been identified by June 2024 and occupied by fall 2024.

# Social Justice/Dismantling Structural and Institutional Racism Workgroup

Luz Calvo (co-chair)

Saleem Gilmore (co-chair)

Christina Chin-Newman

Nina Haft

Marguerite Hinrichs

Scott Hopkins

Allison Kern

Christine Lam-Vasquez

Jazzmin Matthews

Rob Williams

# Goal: Social Justice/Dismantling Structural and Institutional Racism

Dismantle systemic racism at CSUEB through hiring and admissions decisions, anti-racist curriculum, supportive student services, and daily interactions that foster Black, Latinx, American Indian, Asian, and Pacific Islander students' sense of belonging and connectedness to the university.

*Footnote: We understand that the Black, Latinx, American Indian, Asian American, and Pacific Islander students have complex identities and that they may also be disabled, queer, gender non-conforming, transgender, undocumented, mixed race, or may embody other emerging identify formations. In order to serve these students in their full humanity, we must attend to all of their identities.*



**Outcome 1:** Student demographics will reflect the demographics of the counties that feed into CSUEB with particular attention paid to the recruitment, retention, and graduation of Black students, which at the end of 5 years will be at least 11% of the admitted class and 10% of graduates.

**Outcome 2:** 50% of faculty will 1) revise their curriculum to include the schp y, f fa i in' iw c

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# Equitable Student Success and Belonging Workgroup

Erin Quineri (co-chair)

Fanny Yeung (co-chair)

Danika LeDuc

Katherine Freitas

Pascale Guiton

Maha Jacobs

Arianne Riley

Angela Schneider

My-Lan Huynh

# Goal: Equitable Student Success and Belonging

Cal State East Bay will intentionally support each student in all of their identities to identify and reach their academic and career goals, and provide environments that foster belonging.

**Outcome 1: Culture Shift to Center Student.** All students will participate in empowering learning communities & services in which they can develop authentic and stable connections while at East Bay.

**Outcome 2: Engaging Academic Experiences.** CSU East Bay will enhance academic engagement and success by ensuring that equitable curricula and teaching methods are transparent, innovative, and aligned with institutional learning outcomes.

**Outcome 3: Engagement Opportunities on Campus.** Every student is intentionally engaged socially, academically, or professionally through paid or compensated high-impact practices while at Cal State East Bay. *High-impact practices include but are not limited to: service learning, internship, research, on-campus employment, student leadership roles.*

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# Small Group Breakouts

Select a recorder for your group

Please use the feedback form to record your group's feedback (link in chat)

Be sure to submit your form