<table>
<thead>
<tr>
<th>Facilitator:</th>
<th>Perrin Reid</th>
<th>Date:</th>
<th>10/27/14</th>
<th>Scribe:</th>
<th>Yessica De La Torre</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Table Topic</strong></td>
<td>With so much emphasis on the recruitment of a diverse and highly qualified faculty, the additional goal of retaining these newly hired faculty for the long term can sometimes be forgotten. Based on what you've observed during your time at CSUF, how successful has the University been in retaining faculty over the years? Have identity issues (such as gender, country of origin, or racial, ethnic or religious background) affected retention rates in any significant way? What steps (both formal and informal) might the campus community take to improve retention rates for new faculty? And might any additional steps need to be taken to ensure that more new faculty — including those from underrepresented groups — are fully integrated into the campus community?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Notes</strong></td>
<td>Townhall participants shared their perspectives about a number of issues integral to the University’s Strategic Plan. With respect to Strategic Plan goal #3 – to recruit and retain a highly qualified and diverse faculty and staff—the Townhall participants’ conversations addressed a range of topics linked to this overarching goal. Table #17B discussed faculty retention, particularly in relation to identity issues such as gender, physical ability, national origin, race, ethnicity, sexual orientation or religious affiliation.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>The most critical aspect of the discussion surrounded the importance of creating a welcoming climate. Certainly, the participants acknowledged that there are multiple ways to foster the development of such a campus community. They agreed that, while actual diversity matters, a healthy work environment and the mentoring provided within the department are indispensable elements to new faculty success. The participants perceived the RTP process as the stumbling block for some faculty who do not receive adequate information and support. The discussion also revealed shared sentiment about the need to develop an effective mentoring program and compensate mentors through release time or some other reasonable means. Additionally, the participants addressed the enormous significance of providing new faculty sufficient resources. Not surprisingly, remarks about adequate space, up-to-date technology, modern facilities, and start-up funds for STEM research confirmed the participants’ feelings that more needed to be done in this regard.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Finally, participants overwhelmingly agreed that candidates needed to learn the benefits available to them, beyond salary, so that they could make an informed decision. To be sure, creative methods of recruitment are required. Utilizing the employee resource groups on campus, identifying spousal hire opportunities in Orange County, and designating additional campus housing options were all suggested as viable avenues toward achieving greater faculty diversity and increasing the likelihood of long term retention.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>