

Road Map to the Future

Sharing What We Heard



A Solid Foundation of
Academic Excellence



Subgroup 3: Solid Foundation of Academic Excellence

Steering Committee Members:

- Crist Khachikian
- Michael Tejax
- Mary Beth Walker

Subject Matter Experts:

- Gabriela Chavira
- Santosh Khadka
- AJ Kim
- Carrie Pullen

Today's Meeting

- Share central themes of what we heard
- Discussion encouraged
- Free flow of ideas, no right or wrong answers

How are we using the input we received?

- We have taken everything from focused conversations, surveys, other input
- Checking for crossover across subgroups
- Today we will present primary themes, get your reaction

WHY are we doing this now?

- It's time. The world has changed, and it's important that CSUN's priorities and purpose reflect where we are now and our future aspirations.
- We are co-creating our future and building a multi-dimensional institutional strategy to address racial inequities and amplify our equity impact.

Acknowledging Our History

- CSUN has had obstacles and challenges as well as achievements on the road to inclusive excellence.
- We are learning from our past to build a better future.

Our Strategic Directions Must Reflect Our Core Values

- Let's build on CSUN's rich history of challenging racial and social injustice by working together to better address our university's core values.
- Our core values of equity, justice, and inclusion must be central to the Road Map strategies from all subgroups for our work to have its greatest impact.



What will the Road Map to the Future look like?

- First Strategic Direction (described in 1 or 2 sentences)
 - Examples and Opportunities for this Strategic Direction (described in a paragraph)
- Second Strategic Direction
 - Examples and Opportunities for this Strategic Direction (described in a paragraph)
- ...

Road Map to the Future

- The Steering Committee is charged with framing the big ideas/strategic directions.
- Specific initiatives and programs align underneath.



Listening and Framing Ideas Through an Equity Lens

- Definitions

- <https://www.csun.edu/provost/road-map-future-definitions>

From Multiple Focused Conversations: What is Academic Excellence?

Our discussions led to in-depth analysis of Academic Excellence:

- *Ongoing investment in faculty hiring*
- *Diversification of our faculty ranks*
- *Opportunities for research and creative activities*
- *Evidence-based reasoning and peer-reviewed scholarship that serves the public interest*

Input from Community So Far

Take our role seriously as stewards of place and act intentionally.

- Onus of a public institution is to serve its communities – paid for by the public, but does the state reap benefits?
- Multi-faceted academic success -- students come to learn and go into the workforce; but also to make CSUN a hub - advance knowledge.
- UNIV 100 developing a sense of belonging tied to inclusion and justice. Included community-based learning and project based learning. Civic Engagement.



Input from Community So Far

Make experiential learning opportunities a hallmark feature of education.

- Creating equitable opportunities means paying students for internships
- Assure expanded access to experiential learning and HIP.
- Undergraduate research plays a big part in social mobility and transformation of the community.
- As a large institution, doing research at scale is tough.



Input from Community So Far

Intentionally dismantle
barriers.

- Hand faculty more tools to effectively engage students of color.
- We need to look at whether practices are hurting students.
- Smaller class sizes allow for students to interact more, and that enhances all of our learning experiences.





Input from Community So Far

Open dialogue and discourse. Honor and acknowledge the voices of the entire community.

- If academia remains top down, students' knowledge doesn't get realized.
- Take into account students' obligations; what the rest of their lives are like.
- Problem with classroom interactions with minority students; they are not succeeding at the same level.

Input from Community So Far

Support convergence
(interdisciplinary) work.

- We need to incentivize cross-major engagement.
- Break down barriers that prevent faculty from getting credit/being able to develop interdisciplinary courses and carry out interdisciplinary project-based learning.
- We can't expect students to be interdisciplinary if the University does not facilitate it.



Input from Community So Far

Build capacity, take care of resources, and grow opportunities.

- Faculty are overwhelmed and students can't succeed without sufficient feedback.
- We desperately need to hire more faculty – be aspirational about that.
- Hire appropriate amounts of support staff.
- PIs are aging out of the system and retiring, or winding down their programs. We have no strategic effort to pass on the contracts to a new generation.





Input from Community So Far

Be dynamic, proactive innovators, passionate about learning.

- Devote time to faculty development, so faculty are more prepared. Have qualified faculty that can steer other faculty to the correct development activities for them.
- There needs to be accountability for faculty about instructional practice.
- Focus on educational outcomes (students achieving degrees, graduating with honors), career outcomes for students, etc.

Road Map to the Future

Want to share more ideas?

Complete the survey:

<https://forms.gle/nyoCs7C25TgkZpzS6>

Go to www.csun.edu/provost/road-map-future

And click on **Share Your Input**

We have established an ambitious but achievable timeline for the Road Map to the Future, with milestones throughout the 2021-2022 academic year.

TIMELINE

The Steering Committee drives the development of the Road Map, including confirming the timeline, creating a consultation plan and crafting a communication plan.

COMMITTEE MEMBERS & RESOURCES

ADDITIONAL RESOURCES

LATEST UPDATES

FREQUENTLY ASKED QUESTIONS

MEETING MINUTES

SHARE YOUR HISTORICAL/INFORMATIVE DOCUMENTS

QUESTIONS, COMMENTS? EMAIL THE COMMITTEE HERE

SHARE YOUR INPUT



Provost
© California State University, Northridge
18111 Nordhoff Street, Northridge, CA 91330
Phone: (818) 677-1200 / [Contact Us](#)

[Emergency Information](#)
[University Policies & Procedures](#)
[Title IX](#)

[Terms and Conditions for Use](#)
[Privacy Policy](#)
[Document Reader](#)

California State University

Road Map to the Future

Thank you!

