CFP for IEAP 2.2-3:
Project Lead(s) to refine and expand the Faculty Equity Advocates Program (FEAP)

TO: All Tenure-Track Faculty
CC: Deans/Provost/Laurie Nichols
Subject: Seeking Project Lead(s) to refine and expand Faculty Equity Advocate Program (FEAP)

This is a call for applications for Project Lead(s) to refine and expand the Faculty Equity Advocates Program (FEAP) in preparation for applying it to all hiring for the university.

The Inclusive Excellence Action Plan (IEAP) 2.2-3 calls for the eventual development and expansion of the current Faculty Equity Advocates Program (FEAP) into ALL hiring for the university. Building on the experiences of and feedback from last year’s EAs, this year we will refine and codify the FEAP practices so that we might better learn from this program and other data-based research to expand the best practices into all campus hiring.

Reassigned time/compensation is available for at least one faculty lead who is prepared to work with stakeholders to shape the next stages of our campus hiring practices for equity. Work will begin this semester in collaboration with Faculty Affairs, Success, and Equity (FASE) and Faculty Development (FD) refining the scope of work, starting research, and refining the timeline to prepare well to engage in and produce the following over spring and summer 2023:

1. Learn from current and past EAs to determine what has and has not worked well and what still needs development, addressing questions including:
   a. What should be considered the core training topics and what might be considered enhanced topics?
   b. How many hours of training and updating should be required?
   c. Should there be flexibility in allowing EAs to choose enhanced topics, perhaps from their own disciplines?
   d. How long is that training good for? What updates might be required?
   e. What sort of supports are available for those who serve?
   f. Who monitors the processes of recruiting, training, and assigning EAs, and how?

2. Study the best practices laid out in From Equity Talk to Equity Walk: Expanding Practitioner Knowledge for Racial Justice in Higher Education.

3. Review the materials available through the CSU portal, LinkedIn Learning, recordings of trainings gathered last year, and those offered through other data-informed programs such as those offered by USC’s Race and Equity Center, NIXLA, or NCORE in consideration of topics of importance to EAs:
   a. Training on biases of all types
   b. Basics of power across diffs—inequities/histories
c. How to best deal with the inevitable power differences in EA work
d. Best equity-minded hiring practices
e. Knowledge of our hiring policies
f. Basics in facilitation, conflict resolution, mediation, intergroup dialogue training, and how to deal when out of comfort zone or in over one’s head
g. Gathering and use of data for continuous improvement
h. Regular group practice sessions on effectively interrupting racism and all inequitable practices from our differential positions (these need to be ongoing as it’s akin to practicing tai-chi)

4. Develop offerings and processes that address the issues raised by current EAs for our campus to use in 2023-24 with the expectation of reassessment for the following year
5. Recruit and offer trainings for new EAs to serve in 2023-24
6. Develop and offer refresher trainings and the process by which those trained maintain status as EAs
7. Develop trainings and a process for a cadre of trainers to carry on the work
8. Serve as an Equity Advocate during the 2023-24 recruitment cycle

Those interested in serving in these important roles should have trained and served as EAs (or have some similar experience), have research interests related to this work, and have agreement from their chairs or supervisors for reassigned time in the spring.

Timeline

Applications due 11/23
Interviews with AVP DeGraffenreid Week of 11/28
Decision by DEC 5
Weekly planning meetings starting Week of DEC 5 through DEC 21

JAN-FEB: Research and assess past materials and training options for different levels of training; monthly meetings with current EAs to discuss best practices and challenges; weekly meetings with FDD throughout semester.

MAR: Develop protocols and processes in collaboration with EAs and FASE

APR: Recruit new EAs and offer trainings; offer review trainings for current EAs; begin planning for expansion to MPP/staff recruitments

MAY: Assessment of FEAP and continue planning for MPP/staff summer training

JUNE: Work with HR to help roll out MPP/staff program

Required qualifications:
• Open only to tenured and probationary faculty members

Preferred qualifications:
• Training and/or service as Equity Advocates (or similar program) at CSUCI or elsewhere
• Research interests related to this work
• Experience developing training programs of this nature

To Apply:
To apply, please complete this form. Note, you will need to provide an acknowledgement from your program chair that release time can be granted in the Spring 2023 semester as part of the application.

Questions:
Please send questions to AVP DeGraffenreid at William.Degraffenreid@csuci.edu.