

Recommended Action Items
California State University-San Marcos

- Re-evaluate General Education at CSUSM (*High priority*)

Review GE philosophy and generate learning outcomes and objectives with diversity of ideas and world views in mind.

Review the content of GE classes for diversity, where appropriate, especially "first-year" courses such as GEL and GEW.

Evaluate the purpose of GEL, which currently seems focused on first-year retention, to determine if issues of diversity can be better integrated.

Continue to promote diversity in the classroom and respect of others' differing attitudes and opinions in an explicit fashion

- Increase pool of trained faculty (*High priority*)

Encourage faculty in disciplines or specializations that deal with diversity issues to offer GE courses (and in particular GEL)

Launch initiative to guide diverse faculty to teach FY students

Provide training on issues of diversity for faculty who regularly teach first-year students

Offer opportunities for faculty development in areas of diversity, including cultural, political and religious difference, sexual orientation, ability

- Connect first-year students to diversity events on campus. (*High priority*)

Recommend that various co-curricular divisions (e.g., Arts and Lectures) specifically target first-year students in their promotional efforts and include language that emphasizes diversity as a subject of events.

Design and better coordinate Early Outreach/ Summer Bridge/Orientation programming for FY students, with diversity in mind.

Continue to encourage first-year students to participate in Student Life and Leadership and ASI events.

Create Learning Communities that are linked by issues of diversity; identify specific

student organizations that address issues of diversity.

- Increase student participation in diversity activities (*High priority*)

Encourage GEL courses and other Gen Ed courses to include a requirement of attendance to co-curricular events that focus on diversity on and off campus

- Increase faculty diversity in GE courses (*High priority*)

Assess the hiring process for instructors of GE courses, and in particular GEL, to assure that there is a diverse pool of applicants. The current pool appears heavily weighted toward personnel from Student Affairs who are "available" to teach, without much consideration of diversity.

- Increase faculty participation in events (*High priority*)

Encourage the institution to recognize and reward faculty (full-time and part-time), staff, and administrators for enriching the FY experience by their participation in curricular and co-curricular activities.

- Promote faculty/student interaction (*High priority*)

Encourage faculty and first-year students to participate in the Faculty Mentoring program.

Publicize existing opportunities for social gatherings (e.g., "lunches with faculty and staff in the Dome) for first-year students.

- Promote University Village activities (*High priority*)

Encourage and support activities in UVA that promote diversity of ideas and world views.

- Emphasize Community Service Learning for first-year experience (*High priority*)

Develop specific Community Service Learning projects in order to increase interactions between a wide diversity of off-campus communities and FY students

- Increase off-campus group activity on campus (*High priority*)

Provide additional opportunities for FY students to interact with diverse communities

outside the institution by bringing these groups to campus (e.g. Native American communities, immigrant communities, Special Olympics)

- Provide extra funding and support for co-curricular activities that focus on diversity. (*Medium priority*)

- Inform faculty of diversity development opportunities (*Medium priority*)

Better inform and encourage all faculty (especially lecturers) to take advantage of resources available for development of co-curricular grants, etc. related to diversity.

- Emphasize Community Service Learning for first-year experience (*Medium priority*)

Establish closer working relationship between OCSL and office of First-Year Experience

Establish specific CSL projects for first-year students

- Create initiatives to increase FY contact with international students. (*Medium priority*)

Work through Office of Global Education and UVA to sponsor events that bring together domestic and international students.

- Make standards clear and explicit (*Medium priority*)

Develop campus-wide standard statement on explicit standards of behavior regarding an open and civil campus community to be posted under "Student Related Campus Policies" at Student Life and Leadership and/or at newly developed website devoted to FY students

- Disseminate standards (*Medium priority*)

Continue to reiterate campus-wide statement on explicit standards of behavior regarding an open and civil campus community via various documents available on-line and in print, ranging from the most general (University Mission Statement) to the most specific (i.e. documents distributed at orientation)

Develop Student Handbook for FY students that includes explicit standards of behavior related to issues of diversity, based on criteria and information available campus-wide.