
CALIFORNIA STATE UNIVERSITY, LONG BEACH
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resulting in a decrease in FTES for major students. This seems to be connected to declining enrollment in HDEV majors in recent years. The headcount of HDEV majors has considerably decreased from 652 in 2016 to 330 in 2020.

The headcount of the tenured and tenure-tracked faculty remained stable during the review period, but the external reviewer expressed concern that the number of the faculty is not sufficient to effectively support teaching, advising, and mentoring, in consideration of the size and growth potential of the department. As indicated by the self-study and external review report, this might be in part linked to an issue of faculty retention. It is recommended that the department analyze decline of HDEV majors to develop a plan to increase major headcount and develop the department's faculty sufficiency.

The department described in its self-study the concerns for physical space such as access to lecture spaces, faculty research lab, and full-time and adjunct faculty offices near the department. These resource concerns (specifically faculty research lab access) also connect to concerns regarding faculty recruitment and retention as noted in both the self-study and the external reviewers report.

- Given their holistic interdisciplinary nature, the HDEV department could consider developing mentoring and educational initiatives that focus on the insights of structural racism as developmental factor in human development in support of its dedication to diversity, equality, and inclusion.

It is therefore agreed that the Department will:

1. provide an annual assessment report (due June 1) including progress made towards the actions agreed to in this MOU to the CLA dean, the Vice Provost for Academic Programs, and the Coordinator of Program Review and Assessment. The review cycle will be from 2019-2026. A comprehensive self-study will be due June 2026 for 2026-2027 Academic Year program review process.
2. revise the program website, possibly also social media links, to include the Program mission for more visibility and to attract more students.
3. develop a strategic plan focused on hiring needs and priorities, facilities and resources, and mentorship and work with the college on future tenure-track hiring based on department needs and priorities to effectively support the teaching, advising, and mentoring roles of the department.
4. work with the college to support and mentor junior faculty.
5. analyze the decline in major headcount and use results to stem the decline and develop a range of strategies to increase enrollment.
6. re-envision the role of department chair and work with the college to re-evaluate the processes of chair selection and succession to ensure that leadership emerges from within the department.
7. work with the College, as resources permit, to provide support to hire tenure-track faculty and

department. Also consider an Associate Chair position to improve administrative support in staffing and course scheduling.

This MOU has been read and approved by: