Recruiting, Hiring and Retaining Tenured & Tenure-Track African American Faculty and Other Faculty of Color

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Goals, Strategies and Benchmarks

• Goal 1: Enhance faculty employee data management and access
  • Strategy: Make faculty employee data easily accessible
  • Benchmark: DEI faculty support hub created and used

• Goal 2: Diversity, Equity, and Inclusion Training and Development
  • Strategy: Provide DEI training for faculty search processes
  • Benchmark: All relevant parties complete appropriate training

• Goal 3: Faculty Search Guidance and Procedures
  • Strategy: Provide written guidance and requirements for the faculty search process
  • Benchmark: Faculty search handbook (and briefing) is published for the University
Goals, Strategies and Benchmarks

• Goal 4: Enhance diversity in faculty hiring
  • Strategy: Provide written guidance and requirements for the faculty search process
  • Benchmark: Faculty search handbook (and briefing) is published for the University

• Goal 5: Mentoring and support to retain and promote under-represented minority (URM) faculty
  • Strategy: Create sustainable postemployment support to promote faculty success
  • Benchmark: Increased retention and promotion of URM faculty, assessed annually and cumulative five years from implementation
Goals, Strategies and Benchmarks

• Goal 6: University program for funding positions intentionally for URM faculty
  • Strategy: Create a process and funding model intentionally focused on hiring URM faculty
  • Benchmark: Increased representation of URM faculty, assessed annually and cumulative five years from implementation
Q & A