Recruitment	Selection and Hiring	Onboarding	Professional Development (PD) & Mentoring	Preparing for Tenure & Promotion	Post-Tenure Growth & Success

Recruitment

Best practices
- Consider department/SU needs as broadly as possible
- Craft job ads that reflect a commitment to diversity
- Cluster hire
- Transparent recruitment

Emerging & Established Changes
- ➢ Provide training to faculty/staff/search committees/dept. chairs/etc.
- ➢ Inclusive Excellence Certification
- ➢ Departmental Readiness Assessment
- ✓ Baseline data collection (UARA)
- ❖ Publicly-accessible Faculty Handbook

Outcomes
- Formally established policies and procedures that promote the recruitment of a more diverse pool of candidates.

Selection and Hiring

Best practices
- Rubrics with clear metrics that align with the position ad
- Explicit policies on voting procedures
- Search committee composition guidelines
- Minimize challenges to applicants

Emerging & Established Changes
- ❖ Develop spousal employment/family support program
- ✓ Prepay expenses for interviewing and relocation

Outcomes
- Formally established policies and procedures that promote the growth of a more diverse faculty body.

Onboarding

Best practices
- Transparent HR process and support
- Affinity Groups
- First-year focused PD and social networking opportunities

Emerging & Established Changes
- ❖ Clarify onboarding process provided by HR
- ❖ Support for international faculty
- ✓ *New to SU* guidebook
- ✓ Compensated New Faculty Orientation model
- ✓ First Year PD workshops through Mosaic Mentoring
- ❖ Updated Faculty Handbook for T&P process transparency

Outcomes
- Formally established policies and procedures that facilitate (1) the successful inclusion of new faculty into the SU community and surrounding regions, and (2) transparent processes that allow faculty to get off to a productive, informed start.

Professional Development (PD) & Mentoring

Best practices
- Mentoring programs
- Social networking opportunities
- Faculty Learning Communities
- 360° development opportunities (teaching, scholarship, work-life balance, etc.)

Emerging & Established Changes
- ❖ Develop a Center for Faculty Excellence
- ✓ Increase institutional NCFDD membership and usage
- ✓ University-wide Summer Writing Program
- ❖ Develop 360∘ focused resources, training, and workshops
- ✓ Mosaic Mentoring Program: Individual Development Plan, Mentor Pairing & Training, First Year PD workshops

Outcomes
- The University supports a multidimensional mentoring model to encourage and advance incoming faculty.
- The University offers PD opportunities to effectively meet the needs of our diverse student population.

Preparing for Tenure & Promotion

Best Practices
- Clearly defined and communicated T&P guidelines
- Recognition of DEI efforts in T&P
- T&P committee composition guidelines
- Individual development plans
- Monitor service load

Emerging & Established Changes
- ➢ Evaluate student evaluations processes for potential bias and inconsistency across programs
- ✓ DEI in T&P recommendations to Faculty senate
- ❖ Updated Faculty Handbook for clear communication of T&P processes
- ❖ Streamline Faculty Success processes and offering training for best practices.

Outcomes
- Formally established policies and procedures that facilitate the tenure, promotion, and success of all faculty.

Post-Tenure Growth & Success

Best Practices
- Career transition support
- Leadership training
- Reward efforts in providing support to junior faculty success

Emerging & Established Changes
- ➢ Leadership workshops and training
- ➢ Establish a reward structure for continued success post-promotion

Outcomes
- The successful retention of talented colleagues which adds to the diverse landscape of SU.
- The creation of a self sustaining support system for junior faculty.

"Emerging & Established Changes" refer to changes initiated at SU.
✓ Completed   ❖ In progress   ➢ Planning