**DEI in Faculty Recruitment, Retention and Development Subcommittee**

**March 4, 2021**

**Meeting Notes**

DEI Strategic Plan Outcome Implementation Worksheet <https://drive.google.com/file/d/1m51p1hv3Gu6VSgOTe5s_LfysY3dq8kVO/view?usp=sharing>

Donna put in some recommendations related to each of the outcomes based on a review of plans from other institutions like Oregon State University

Outcome 1:

Inclusive Leadership Development Series - suggestion to make this inclusive of faculty not just chairs and deans with a focus on faculty who have some kind of leadership role (e.g., FCE ambassadors)

Suggestion to include some kind of mentoring component for potential future department chairs; some discussion about existing opportunities for department chair development

Suggestion to include some core readings around the topics so it is not just about attending an event

In the notes section there are resources for developing the series

Collaboration with FCE and FAD in lead

Donna reviewed the assumptions and the measures for this recommended strategy

Vote: do we want to keep this idea? Unanimous thumbs up

Launch Committees - University of Michigan example

discussed the existence of a committee in JHBC;

discussed the need to make this a UFMN enhancement within each department;

suggestion to take this out of the department level and center more in UFMN or college, or forming partnerships;

LOVE the idea to get the chairs involved;

suggested the involvement of the Dean as well at some level

Vote: do we want to keep this idea? 7 out of 8 thumbs up (1 abstention)

RISE program - could be incorporated into the leadership development and faculty development so this will not be a stand alone recommendation

Transparency in DEI Initiatives and Progress - commitment but there needs to be an opportunity for feedback from the broader campus community

Ensure that there is some oversight and monitoring currency of the website

Vote: do we want to keep this idea? Unanimous thumbs up

Dual Career Hiring and Support Program - there is a task force on this topic in Academic Affairs

This recommendation may support the work of that task force

Question about the surveys as measures in terms of who would administer the survey; all of this could be rolled into one survey from IR

There could be some issues in the recruitment process at the department level

Vote: do we want to keep this idea? 5 out of 8 thumbs up

Inclusive language and accessible document format -

Vote: do we want to keep this idea? Unanimous thumbs up

Celebrate diverse groups - the comment was made that Student Affairs already does this really well so we will drop from our recommendations.

DEI Faculty awards

The question was asked about how this might be measured; donna described some criteria for the faculty DEI awards; Donna has a book that outlines those ideas as well

Vote: do we want to keep this idea? Unanimous thumbs up (5/5)

College Equity Advisor Program - we have the option for this in the FAM around faculty recruitment, but the training component for people in these roles to gain access to training

Search advocates main job is on the diversity side from pool of people who were trained (faculty and staff) from outside of the department

Difficult to implement at the college level; training needs to be centralized

Vote: do we want to keep this idea? Unanimous thumbs up (5/5)