Faculty Hiring Training Proposal

AY 2022-2023
Challenge and Opportunity

• Accountability to the:
  • 2021 Office of Inclusion and Diversity Qualitative Interviews
  • 2021 University Research Committee Report
  • REDI Report
  • 2018 Office of Research DEI Strategic Plan

• Leading practices to scale:
  • Leading Practices
    • Pedagogically Effective
    • Accessible
    • Assessable
  • Scale
    • 70 Tenure Track Hires/Year
    • Approximately 350 faculty to be trained
IDEATION
COLLABORATORS

• Brigid Balcom, Associate Vice Provost
• Chip Zukoski, Provost
• Donna Garcia, Director of Academic Affairs
• Elizabeth Graddy, Executive Vice Provost
• Brandi Jones, Center for Race and Equity
• Felicia Washington, Senior Vice President Human Resources
• Judy Garner, Keck Faculty Affairs
• Provost Leadership Team
• Shaun Harper, Center for Race and Equity
3-Part Structure

1) “Mandatory”* Faculty Hiring Workshop/Webinar
   • "Mandatory"* Faculty Hiring Workshop/Webinar

2) Leading Practices in Faculty Hiring handbook
   • Leading Practices in Faculty Hiring handbook

3) Peer-to-Peer Training
   • On Demand Peer-To-Peer Training
     • Strategic Faculty Hiring
     • Avoiding Implicit Bias in Faculty Hiring

• Collateral Resources
  • $35K

*Should we use the term mandatory in this pilot year?
STAKEHOLDER COMMUNICATIONS

DEANS OF THE FACULTY

DEI DEANS

ACADEMIC SENATE