

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

- “Mandatory”* Faculty Hiring Workshop/Webinar
- *Leading Practices in Faculty Hiring* handbook
- 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



ACADEMICSENATE