

**Peabody Institute
Faculty Diversity Action Plan Summary, Fall 2016**

Goals/Strategies	Actions/Activities, including Assessment/Measurement Criteria	Responsible Parties	Deadline for Completion
1.0. Recruitment.- Search Practices - Establish and Implement Protocols for Faculty Searches, identified in FDI – Best Practices for Faculty Searches			
1.1. Benchmark Availability Pools for all faculty searches	1.1. In consultation with the Office of Institutional Research, availability data produced by the Provost's Office in June 2016 is being refined to conform to the unique curriculum of the Conservatory. In addition, we are consulting with other peer institutions to define a benchmarking methodology that ensures maximum diversity and inclusiveness in availability pools.	1.1. Senior Associate Dean of Institute Studies, Associate Dean for Academic Affairs.	1.1. Fall 2016.
1.2. Unconscious Bias Training for all search committee members	1.2. After the diversity advocate has been selected, each member of the search committee must complete live or online unconscious bias training conducted by OIE. <ul style="list-style-type: none"> • Upon completion of training, search committee members will be required to complete a statement attesting to the completion of unconscious bias training, collective agreement to search with diversity and inclusion in mind. 	1.2. Search committee chair, Diversity Advocate, and Senior Associate Dean of Institute Studies.	1.2. August 2016.
1.3. Diversity Advocates assigned to all search committees	1.3. One member of the search committee will be designated by the committee -- in consultation with the dean -- to serve as the diversity advocate. The diversity advocate will be charged with ensuring the inclusiveness of the candidate pool and the procedures of the search process. <ul style="list-style-type: none"> • The individual who serves as the diversity advocate will be selected from or, following training by the Office of Institutional Equity (OIE), will join a pool of faculty trained on the role of the diversity advocate and best practices for conducting searches that generate excellent and diverse faculty. • If the search committee is unable to designate a qualified diversity advocate, the dean shall designate a diversity advocate to serve, with preference given to senior faculty members in the department conducting the search. • Each diversity advocate must familiarize him/herself with JHU's Resource Guide for Faculty Searches and review the listed responsibilities of the diversity advocate. (Appendix B). OIE is an available resource to the diversity advocate on any questions concerning his/her responsibilities in this role. • At the conclusion of the search, the diversity advocate will be responsible for completing the Checklist of Recommended Steps. 	1.3. Senior Associate Dean of Institute Studies.	1.3. August 2016.
1.4. Divisional Leadership Oversight of all candidate short lists prior to campus interviews	1.4. Once the pool of candidates has been identified: <ul style="list-style-type: none"> • The specific efforts taken to generate a diverse applicant pool should be documented in the preliminary affirmative action report. This report should be submitted to the dean's office before candidates are selected to interview and, among other things, should indicate that the composition of the applicant pool reflects that of the availability pool based on the data and information provided to the search committee. • After the preliminary affirmative action report is approved by the dean's office, the search committee will be authorized to begin assessing the applicant pool and selecting a list of candidates to interview. • Upon approval, the interview process may begin. 	1.4. Search committee chair, Diversity Advocate, and Senior Associate Dean of Institute Studies.	1.4. August 2016.

1.5. Completion of final search activities summary/report for all faculty searches.	1.5. The final affirmative action report should be submitted as soon as feasible after the offer of employment has been accepted by the candidate as demonstrated in a signed letter of intent.	1.5. Search committee chair and Senior Associate Dean of Institute Studies.	1.5. August 2016.
2.0. Recruitment.- Search Tools - Utilize FDI Funding Mechanisms			
2.1. TOP	2.1. Currently evaluating candidates for consideration, with a view to submitting the first slate of names in AY17	2.1. Search committee chairs, along with all faculty.	2.1. Ongoing.
2.2. Establish a visiting faculty program	2.2. Eric Owens appointed for FY 17. ¹ Wendel Patrick appointed to teach Hip Hop Music: Production, History, and Practice in Fall 2016. ² Continuing to evaluate candidates for consideration in AY18 and beyond.	2.2. Senior Associate Dean of Institute Studies.	2.2. Ongoing.
2.3. Establish postdoctoral fellowship program	2.3. N/A (Peabody does not have postdoctoral fellows currently)	2.3. N/A	2.3. N/A
2.4. Research Award	2.4. Peabody faculty member Judah Adashi was nominated in FY16 and named runner up. We will explore strategies for nominating faculty and will encourage faculty to self-nominate in the future. In addition, the Dean's Incentive Grants makes an award for community Connectivity. Next award cycle is currently underway.	2.4. Senior Associate Dean of Institute Studies.	2.4. Ongoing, as nominations for research awards arise.
3.0. Resources - Description of resources, investments, re-allocations, personnel required to achieve goals described above	<p><i>The Peabody Diversity Pathways Taskforce.</i></p> <p><i>The Peabody Institute Diversity Fund³</i></p>		

¹ <http://www.peabody.jhu.edu/communications/PressReleases/BassBaritoneEricOwensNamedDistinguishedVisitingArtist.html>.

² <http://www.peabody.jhu.edu/about/people/leadership/deanb/January20>.

³ <http://www.peabody.jhu.edu/giving/ourdonors/diversityfund.html>.