

**School of Education
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. Consult with JHU Institutional Reporting regarding availability pool data.	1.1. HR with input from search committee chairs	1.1. Fall 2016.
	1.1. SOE will identify new resources to build on our existing resources of specialty publications targeted to reach women and minorities in academics, to announce faculty searches. SOE will identify and announce searches via academic institutions with strong student populations of women and underrepresented minorities in doctoral programs and post-doctorate studies in education and related disciplines.	1.1. HR and FDI Committee, with input from search committee chairs of hiring disciplines	1.1. December 31, 2016.
1.2. Develop search process guidelines	1.2. Build on 2015-16 search processes to formally develop a document with Guidelines for Faculty Searches.	1.2. FDI Action Plan Committee.	1.2. October 31, 2016.
1.3. Diversity Advocates assigned to all search committees	1.3. Each search committee will have a designated diversity advocate. This individual will be responsible for leveraging the identified and benchmarked availability pool information. The search committee chair will submit the name of this advocate to the Vice Dean of Academic Affairs prior to start of search.	1.3. Search committee chairs of hiring disciplines.	1.3. November 30, 2016.
1.4. Unconscious Bias Training for all search committee members	1.4. In-person training for all search committee members. Hold in conjunction with a faculty senate meeting semiannually (Sept/Feb Certificate of completion upon receiving training. (Note: Online training will be available for individuals who cannot take the training in-person.)	1.4. Diversity Advocate from each committee	1.4. Ongoing over recruiting cycle
1.5. Divisional Leadership Oversight of all candidate short lists prior to campus interviews	1.5. Vice Dean of Academic Affairs will review candidate short-lists keeping in mind FDI goals.	1.5. Vice Dean of Academic Affairs.	1.5. December 2016.
1.6. Conducting inclusive interviews.	1.6. SOE will continue to identify diverse search committees, being sure that women, men and underrepresented minorities are included. Each candidate will have the opportunity to meet with a team of faculty and one on one with faculty, including individuals that share similar or complimentary areas of study and/or backgrounds. Search committees will consider areas of inquiry and criteria for selection to minimize implicit bias.	1.6. Current faculty.	1.6. Ongoing over recruiting cycle.
1.7. Completion of final search activities summary/report for all faculty searches.	1.7. Every search committee must submit a report showing their respective availability pools, the interviewed candidates, and the selected candidates with justifications for selections.	1.7. Search committee chairs with Vice Dean of Academic Affairs	1.7. Ongoing over recruiting cycle.
1.8. Strengthen culture of inclusivity and supportive environment.	1.8. In addition to mentoring and developmental activities in place for all new faculty, additional mentoring will be offered in the form of connections to other faculty who share similar backgrounds and interests, at SOE or at Hopkins more broadly.	1.8. Vice Dean of Academic Affairs, Faculty Senate	1.8. Ongoing, with special attention paid to first years

2.0. Recruitment.- Search Tools - Utilize FDI Funding Mechanisms			
2.1. TOP	2.1. Be aware of any TOP faculty candidates that may arise and bring to the attention of the Vice Dean of Academic Affairs.	2.1. Search committee chairs, along with all faculty.	2.1. Ongoing.
2.2. Establish a visiting faculty program	2.2. Form a committee to develop a formal visiting professors program for AY17-18 that aligns with stated FDI goals.	2.2. Vice Dean of Academic Affairs.	2.2. Ongoing.
2.3. Establish postdoctoral fellowship program	2.3. Form a committee to develop a post-doctoral fellowship program for AY17-18 that aligns with stated FDI goals.	2.3. Vice Dean of Research and Doctoral Programs.	2.3. Ongoing.
2.4. Research Award	2.4. Encourage faculty to take advantage of research awards, such as the Provost's Office newly instituted Award for Excellence in Diversity and Inclusion Research.	2.4. Vice Dean of Academic Affairs.	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			
3.1 Faculty support for FDI programs and events	3.1. Hiring of a graduate research assistant to assist with goal 1.1. Funding for RA required.	Faculty member overseeing project, with support from HR and Office of Academic Affairs.	Fall 2016.