

**School of Nursing
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 <i>2016 American Association of Colleges of Nursing (AACN) National Faculty Data</i> <i>Males: 5.9%</i> <i>Am Ind/Alsk Native 0.4%</i> <i>Asian 2.9%</i> <i>Black or African Am 7.2%</i> <i>Hispanic 2.7%</i> <i>Hawaiian/Pacific Isl 0.4%</i> <i>2 or more races 1.3%</i> <i>White 83.5%</i>	1.1. Dean delegates to Executive Vice Dean the submission of JHSON faculty data to national AACN database and reporting of faculty demographic data obtained from AACN national dataset back to Dean. <ul style="list-style-type: none"> • Executive Vice Dean is assisted in collection of faculty data by the Sr. Administrator of Academic & Faculty Affairs. AACN institutional membership paid annually • AACN will send confirmation that the faculty data from JHSON has been received every other year in the fall/ AACN will then issue a report of the data the following year. 	1.1. Executive Vice Dean is accountable to the Dean	1.1. Data are collected by AACN by December every other year 2015, 17, 19, etc. and a national report is issued the following year
1.2. Unconscious Bias Training for all search committee members	1.2. Executive Vice Dean assures that all search committee members have undergone unconscious bias training <ul style="list-style-type: none"> • Chair of the Faculty Search Committees will work with Executive Vice Dean to ensure this training occurs • Faculty will be asked to report whether they have completed unconscious bias training 	1.2. Executive Vice Dean and Chair of Faculty Search Committees will be accountable	1.2. December each year (training available in the fall).
1.3. Diversity Advocates assigned to all search committees	1.3. The Chair of the Faculty Search Committees will assign a Diversity Advocate to each search Committee <ul style="list-style-type: none"> • Committed faculty will serve as Diversity Advocates • Faculty serving as Diversity Advocates will confirm their willingness to serve in this capacity. 	1.3. Chair of the Faculty Search Committee	1.3. December each year.
1.4. Divisional Leadership Oversight of all candidate short lists prior to campus interviews	1.4. The Executive Vice Dean reviews candidate short lists prior to campus interviews. <ul style="list-style-type: none"> • Assistance of Chair of Faculty Search Committee and Sr. Administrator for Academic and Faculty Affairs • 100% of applicants who have been put forward by the Faculty Search Committee for invitation for a campus visit will be reviewed by the Executive Vice Dean prior to the visit. 	1.4. Executive Vice Dean.	1.4. Status of applicants is reviewed weekly by Executive Vice Dean and Faculty Chair of Search Committees.
1.5. Completion of Final Search Activities Summary/Report for all faculty searches	1.5. There is a defined search process for all faculty applicants and a record is kept of all applicants and their movement through the process. <ul style="list-style-type: none"> • Faculty Search Committee Members and Chair and Sr. Administrator for Academic and Faculty Affairs. • 100% of faculty will go through the faculty search process 	1.5. Executive Vice Dean with Faculty Search Committee Chair.	1.5. Completed with each Candidate reviewed.

2.0. Recruitment.- Search Tools - Utilize FDI Funding Mechanisms			
2.1. TOP	2.1. Seek out and apply for funding for diverse faculty candidates <ul style="list-style-type: none"> Track how often we are successful in securing funding. 	2.1. Dean in collaboration with Executive Vice Dean.	2.1. June 30 of each year.
2.2. Visiting Professors	2.2. Seek out and apply for funding for diverse faculty candidates. <ul style="list-style-type: none"> Track how often we are successful in securing funding. 	2.2. Dean in collaboration with Executive Vice Dean.	2.2. June 30 of each year.
2.3. Postdoctoral fellowship program	2.3. Seek out and apply for funding for diverse postdoctoral fellows. <ul style="list-style-type: none"> Track how often we are successful in securing funding. 	2.3. Dean in collaboration with Executive Vice Dean.	2.3. June 30 of each year.
2.4 Research Award	2.4. Seek out and apply for funding for diverse faculty candidates. <ul style="list-style-type: none"> Track how often we are successful in securing funding. 	2.4. Dean in collaboration with Executive Vice Dean.	2.4. June 30 of each year.
3.0. Resources - Description of resources, investments, reallocations, personnel required to achieve goals described above			
3.1. Faculty support for FDI programs and events		3.1. Dean in collaboration with Executive Vice Dean, DBO	3.1. Ongoing.