2022-23 FACULTY FOCUSED PRIORITIES
FACULTY DEI ADVISORY COMMITTEE

The following have been identified as priorities for 2022-23 by the Faculty DEI Advisory Committee:

1) Faculty Searches and Recruitment
Continue to refine process and develop both resources and training/professional development to support inclusive and equitable faculty searches
- Search advocate training and support needed; consider a Community of Practice for SAs, explore status of Teams channel and how to make best use of it
- Implement search committee questionnaire
- Develop position on “googling” candidates and information derived from social media
- Develop internal website that houses search resources, templates, guidelines, etc.; SharePoint or Teams site? Consider how to enhance/expand resources focused on drafting a position announcement and developing a recruiting plan
- Update faculty search guidelines for 2022-23
- Implement Search Advocate questionnaire which is intended to encourage best practices while also providing information on actions taken by search committees; add to search guidelines and include a QR code
- Consider how to approach accountability for adhering to search processes; clarify tools available to Search Advocates for addressing concerns, which may be significant
- Provide regular process focused training to academic administrators (i.e., deans, department chairs, and possibly search committee chairs) that is separate from best practices for inclusive searches

2) Promotion and Tenure Guidelines
Work toward revision of campus guidelines for promotion and tenure to ensure that inclusive excellence in incorporated in a manner that is consistent with UNO’s metropolitan mission
- Review how inclusive excellence is being incorporated into revised college RPT guidelines; how can DEAI Committee support the implementation of these revisions including providing examples of how to incorporate inclusive excellence into an RPT portfolio?
- Work toward incorporating inclusive excellence into institutional promotion and tenure guidelines; develop a plan for enlisting the support of key stakeholders (e.g., SVC, Faculty Senate, AAUP) and advancing the conversation

3) Faculty Retention
The committee would like to look at information on faculty and leadership leaving campus to consider how to best support retention efforts
- Review demographic data on faculty and leadership leaving campus
- Draft plans for both exit and stay interviews and how to make the most of the data; learn more about what makes people stay at UNO and what motivates them
- Consider how DEAI can be better incorporated into processes such as academic program review to enhance recruitment and retention
- Review existing data sources (e.g., HERI, NU climate survey)
- Develop a plan for enhancing the retention of a diverse faculty body; collect data on things that faculty are frustrated about or that are an irritant to faculty, possibly a survey of faculty, C/Ds, also consider Faculty Senate
- Review status of Special Faculty Development program and consider how to enhance sustainability (e.g., state-aided funds, NUF support)