2020-21 ACTION STEPS
Faculty DEI Advisory Committee
Finalized July 2020

1 - Implement faculty search guidelines
   • Develop talking points – designed by faculty of the university, best practices and examples in place on campus, many already using best practices and intention is to help do even better
   • Share and discuss with senior leaders
   • Share and provide training to search committees and faculty more broadly
   • Meet with C/Ds, DEI committee assist with this piece
   • Print and distribute to campus and encourage use as a reference throughout search
   • Develop calendar and templates as resources
   • Implement UNO-offered search committee training using Univ. of Wisconsin-Madison WISELI materials

2 – Develop resources to support both student and faculty mentoring
   • Develop Keep Mentoring site with resources for mentoring faculty and students
   • Prepare COE mentoring template with annotations on other ideas; encourage intentional faculty mentoring while acknowledging that many effective models exist
   • Reach out to faculty completing their first, second, or third year for feedback on what is useful
   • Communities of Practice (COPs) to support students and foster mentoring relationships for professional success and leadership development. Expand and enhance use of COPs for 1) incoming faculty to network with each other and other faculty, and 2) Special Faculty Development program participants.
   • Expand faculty onboarding, relocation, social networking in Omaha, 1st year experience, etc.
   • Review and refine Student Learning Outcomes for US diversity requirement in General Education curriculum

3 – Professional development and advancement of faculty
   • Intentional professional development for C/Ds and developing leadership skills in other faculty to prepare them to assume leadership roles
   • Inventory existing faculty award/recognition opportunities for the campus and at the college level; develop intentional action plan for underrepresented faculty recognition
   • Establish guidelines for training/professional development minimum requirements
   • Review Jessi Hitchins’ Equity and Inclusion certificate program for faculty – incentivize as a “continuing education” opportunity consistent with culture of improvement and expectation; connect to ongoing professional development expectation, incentivize as career advancement opportunity
   • Would the campus consider adapting annual review or RPT criteria to include inclusive excellence?

4 - Gather, summarize, and share DEI-related data with campus community
   • Identify data available and think through how to summarize and share in a useful way that helps the campus advance, partner with OIE in this endeavor; how can data be used to benchmark progress?
   • How can UNO share aggregated demographic data with the community? How can we highlight faculty diversity and new hires in particular, for the campus and community (e.g., new hires on college websites to help communicate who they are, what they bring to UNO, etc.)
   • What data exist on faculty satisfaction and how can they be aggregated and shared?
   • What data exist on faculty advancement (i.e., faculty salaries, time at rank, etc.) and how can they be aggregated and shared?