



DIVERSITY, EQUITY,
ACCESS, AND INCLUSION

Diversity, Equity, and Inclusion Template 2022-2023

Section 1: General Information

DEI Initiative Name TANDEM	Unit Name Center for Faculty Excellence
Collaborating Unit(s) (<i>if any</i>) Click or tap here to enter text.	
Initiative Category	
Inclusion	

Section 2: Initiative's Purpose

Increased career success, job satisfaction, and retention of faculty from historically marginalized groups

Section 3: Initiative's Target Population

Second and third-year faculty

Section 4: Initiative's Description:

TANDEM (Thoughtful Advice. Nurtured Diversity. Engaged Mentorship.)
Incentivized program for 2nd and 3rd-year faculty members; occurs alongside mentoring in the academic units.
Intentional pairing process matches mentees and mentors outside their home unit. Faculty members can be paired with someone from a shared affinity group. Includes training, support materials, social/networking events for the TANDEM Community (all mentors and mentees) as monthly meetings of the individual mentor and mentee pairs.