Diversity, Equity, and Inclusion Template 2022-2023

**Section 1: General Information**

<table>
<thead>
<tr>
<th>DEI Initiative Name</th>
<th>Unit Name</th>
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<tbody>
<tr>
<td>TANDEM</td>
<td>Center for Faculty Excellence</td>
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Collaborating Unit(s) *(if any)*
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.