

## **GOAL 6: EMPLOYEE SUCCESS**

### *ATTRACT AND RETAIN GREAT EMPLOYEES*

#### **Initiative 1: Implement search committee training and development**

ISU will deploy a program to educate faculty and staff on the fundamental steps to conducting a high quality employment search, as well as, enhancing the candidate pool with respect to gender and ethnic diversity. These efforts will ensure that Indiana State continues to diversify and strengthen its faculty and staff.

#### **Initiative 2: Support teaching excellence through predoctoral fellows program for historically underrepresented faculty**

Diversifying the faculty is an important strategic goal for Indiana State. The predoctoral fellows program supports the career development of historically underrepresented faculty seeking an academic environment that emphasizes teaching and community engagement. The program also serves as a potential employment pipeline for hiring talented individuals into full-time faculty positions.

#### **Initiative 3: Establish a department chair leadership program**

Department chair leadership is essential to the effective functioning of a department and the support and development of its faculty. This initiative includes ongoing professional development for chairs, as well as, opportunities for them to engage with each other and with senior leadership. The goal of the program is to create a supportive and effective culture within departments.

#### **Initiative 4: Mentor faculty on the pathway to full professorship**

ISU is committed to maintaining an environment that cultivates a strong base of campus scholars. Professional growth opportunities, such as the Vitality Program – which is particularly focused on the advancement of women from the associate professor level to the full professor level – are important vehicles for the recruitment and retention of talented faculty. Program content emphasizes areas such as grant writing, scholarly productivity, and interdisciplinary collaboration.

#### **Initiative 5: Create leadership development, team development, and talent development programs**

Challenging, developing, and building capacity within Indiana State University's staff leads to a more engaged and dynamic employee base. This initiative has three distinct program tracks that university employees across all levels can access. The leadership development program enables participants to discover and build on their strengths to create value for their unit. The team development program focuses on the essential elements of team building and helps units work together optimally. The talent development program provides participants with an in-depth learning experience in effective hiring practices and techniques for retaining great staff.

#### **Initiative 6: Redesign job descriptions, expectations, qualifications, and training for administrative assistants**

Providing employees with an opportunity to align current job descriptions with expectations leads to a more productive and efficient workforce. This initiative focuses on examining current job descriptions for administrative assistants to ensure personnel documents appropriately reflect

the current expectations and reality of the administrative assistant position. This effort will ultimately propose a new set of descriptions that are explicit in job responsibilities, duties, qualifications, and training.