

Executive Summary

Goal 6: Recruit and Retain Great Faculty and Staff

Introduction

The Strategic Plan at Indiana State University, Goal 6 focuses on initiatives to recruit and retain great faculty and staff to assist the University to realize its goals and fulfill its mission. This summary will provide a brief discussion of the initiatives and the intersection of the plans with the objectives of the Benchmarks for Year Two.

Initiative 1: Enhance the Quality of Life for Faculty and Staff

The Childcare Task Force has successfully produced a RFP, evaluated proposals submitted in response to the RFP, and selected a vendor who will be producing a childcare feasibility study for ISU in the Spring of 2011. A Tailgate for new employees was completed with plans to make this an annual event. The Global Orientation Relocation Assistance Program completed a review and will charge Human Resources with developing a relocation package that would automatically be sent to all new employees. Indiana State University academic regalia was provided for new faculty for Fall Commencement; the university purchased four sets of ISU regalia for new faculty and two of those were used by new faculty at Commencement. On-Campus Childcare was provided for New Faculty Orientation and the Fall 2010 Convocation, however no new employees signed up for the child care for either event. The Perks and Quirks document was disseminated to new employees in September. The Post Tenure Review Policy was modified and unanimously approved by the Faculty Senate Executive Committee with a campus-wide forum held on November 2, 2010; the Faculty Senate approved the modified policy at its last meeting of the Fall semester. A reception for new employees was held on September 2, 2010 with fifteen new employees and forty-five members of the campus community in attendance.

Initiative 2: Enhance the Development of Faculty

An enhanced New Faculty Orientation program was created that is a voluntary, comprehensive program lasting one semester. It meets twice a week and faculty that participate receive \$3000 in a professional development stipend. A plan was developed to create a Faculty Mentors Program, but concerns with sustaining it with budget cuts to the CIRT prevented it from becoming operational. Work is still in progress for the development of a comprehensive ePortfolio System; several different systems having been reviewed.

Initiative 3: Enhance the Development of Staff

A Training and Development website has been created and will be continually updated. A Professional Development Resources Library has been developed and implemented. A vast amount of work has been done with collaboration of key groups on campus to develop a

comprehensive New Staff Orientation Program; this program has been implemented. Progress is being made to enhance communication with Staff who do not have computers. Work on Enhancing Staff Recognition has been completed and the Recognition of Service Committee has determined that the ceremony will take place on September 22, 2011 in the University Hall and Atrium. A Training and Development Specialist, Scott Walden, was hired to support a comprehensive Training and Development Plan and goals have been established. The Training and Development Specialist is working diligently with the Training and Professional Development Advisory Committee to produce a Training and Development Curriculum; several offerings are now available and a “Passport to Achievement” program has been implemented.

Initiative 4: Expand the Diversity Found in the Composition of the Faculty and Staff at Indiana State University

Leadership Champions of diversity is well in progress with President Bradley and Provost Maynard continually articulating ISU’s commitment to diversify its faculty and staff. President Bradley spoke of diversifying the faculty and staff in his Fall address, spoke at the Diversity Research and Teaching Symposium on 11/6/10 and Scholar Collaboration and Prospective Faculty Day on 2/21/11. Connections groups (affinity groups) for under-represented employee populations are in progress with a luncheon meeting of African American faculty held on 11/8/10; conversations have also occurred between the implementation team chair and the faculty member who volunteered to convene LGBT faculty and staff. Search Committee training is in progress with eight senior faculty/emeriti recruited and trained as Search Process Partners. Diversity advertising is in progress with paid advertising in Diverse Issues in Higher Education online and the March 3, 2011 print edition. Policy and practice changes that support the diversity initiative are in progress with a successful talent recruitment event named “Scholar Collaborative and Prospective Faculty Day” held on 2/21/11; it attracted 80+ applicants and resulted in 20 prospective faculty of color being invited at departments’ requests for orientation to the campus and interviews. Four potential visiting scholars have been contacted for a Fall 2011 pilot in the College of Arts and Sciences. Unit diversity plans are in progress with one plan adopted by the Bayh College of Education and two, College of Nursing, Health, and Human Services and Residential Life, formed committees and are working on their respective plans.

Summary

Goal 6 has four creative initiatives with specific plans of operation within each one that will assist in reaching the Pathways to Success and achieving the strategic goals of the university. All of the four initiatives have worked diligently in pursuing the benchmarks set forth for them. Progress has been made and many tasks accomplished during Year Two.