

Executive Summary

Year Three

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 Three.

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

Communication was enhanced for new faculty and staff with increased post cards and emails being sent. Childcare was available to new employees for the New Employee Reception where copies of Educating Citizens were distributed. The Over On the Hill Gang Tailgating was held again with positive feedback. New professional development opportunities were created: a seminar was provided to new faculty about “Creating Supportive but Challenging Learning Environments and an online Foundational Studies Certificate Course was implemented. A New Employee Luncheon was held at the African American Cultural Center. The Childcare Initiative is in progress with the task force having met and developed a budget. The Alternative Pathways to Full Professor is in progress and has been sent to the Faculty Senate Executive Committee. The Health Benefits Education Initiative is in progress to better educate faculty and staff about how ISU’s health benefits package compares to those of other institutions. ISU academic regalia was provided again to new faculty during 2011/2012. Randomly selected faculty and staff completed the Modern Think survey, Great Places to Work, in the Spring of 2011. The dissemination of the findings for Great Places to Work is in progress. An NSF Grant was submitted and the Teaching Environment sub-committee is in progress. The HERI’s Diverse Learning Environment Survey is in progress and a successful Work-Life Balance Conference was held at ISU in March 2012. A Data Analyst, Burr Hartman, was hired to work closely with the Office of Affirmative Action and Diversity, as well as the Quality of Life Team. A White Paper on relocation assistance is in progress and is in draft form.

Initiative 2: Enhance the Development of Faculty

The following faculty development activities were designed and implemented: more large classroom workshops were added; more sessions were added beyond New Faculty Orientation for tenure-track faculty and for faculty aspiring to promotion that focus on the implications of the recent changes in policies, expectations and work responsibilities; workshops for members of promotion and tenure committees is in progress in conjunction with Dr. Joshua Powers; development of the Master Teacher Program is in progress and a report will be presented to

Student Success in May 2012; a program for faculty with emeritus/a status which enables them to remain professionally connected with ISU and make meaningful contributions will be implemented in the Spring of 2013; the CIRT is working with Extended Learning to train faculty to teach distance courses for foundational studies; and the CIRT will host the first “Conversations on Teaching Conference” on April 3, 2012. An on-going series of department chair and dean workshops is in progress with the assistance of Dr. Joshua Powers. The committee is currently working on the E-portfolio initiative and hope to have them available in 2013.

Initiative 3: Enhance the Development of Staff

The Training and Development website is available and will continually be updated. The initiative to enhance communication with staff who do not have computers is in progress and the ISU Supervisor Certification Program was started in September 2011; there have been 60 employees participating in this program. The ISU New Employee Orientation Program was started in January 2011 and is ongoing. The Passport to Achievement Program was started in February of 2011 and over 2,000 passports have been sent to faculty and staff. Supplementary Training and Development Curriculum options have been developed and implemented with over 900 people participating in the following programs: DISC – Personality Profile Workshops, Performance Appraisal ATS Workshops, Sycamore Service Training, and Webinar Wednesdays.

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

Messaging on the ISU campus is getting sharper with an emphasis on diversity and Affinity Groups have been developed. A Diversity Leadership Retreat was held in November, 2011 with senior institutional leadership, deans, and department chairs. A new University Diversity Officer is in place and connecting with the leadership of colleges and divisions. A national teleconference, Achieving Tenure Without Losing Your Soul: Insights for African American Faculty was sponsored by ISU. Refining of the opportunity hire process occurred in year three and there were more than 100 minority faculty candidates with approximately 75 percent of which were African American; seven of those candidates were invited to campus. Search committee workshops were held in the fall of 2011 and January of 2012. Early career mentoring with Alberta Comer and Dale Ann O’Neal was started and they have a series called “Monday at Moggers”. Colleges are working on their Diversity Plans with only a few completed.

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 Three.