

EXECUTIVE SUMMARY
Goal 6
Recruit and Retain Great Faculty and Staff

Goal 6 is comprised of four (4) initiatives serving to enhance the University's ability to recruit and retain great faculty and staff in order to realize its goals and fulfill its mission. Specifically the initiatives emphasize enhancing the quality of life and development of faculty and staff as well as expanding the diversity of faculty and staff at ISU. The following summarizes progress and future goals for each initiative.

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

- A consultant, WFD out of Massachusetts, has been selected to provide ISU with a child care center audit/plan.
- Initiatives to help new faculty get connected to the university are ongoing (e.g., invitations to tailgating and sporting events, holiday gift, etc.).
- A webinar on 23 practices for effective teaching was offered to new faculty and the rest of the campus community. Faculty who were not able to attend were provided with the materials from the webinar.
- A webinar on recruiting and retaining female faculty in the STEM fields was offered to chairpersons and interested faculty and staff.
- Matt Bergbower, a new faculty member, is developing a survey for new faculty to get a sense of how ISU is meeting their needs. The survey will be disseminated this Spring.
- Lisa Phillips is working with the Foundational Studies Council and the Student Success Council to develop a faculty forum to discuss the national findings on students' competency in terms of critical thinking, complex writing, and information literacy.
- The FEBC and SEBC are reviewing and responding to the charges forwarded to them at the beginning of Fall semester.
- A post-tenure review document was approved by the Faculty Senate in December.
- The Faculty Affairs Committee is reviewing a Faculty Code of Conduct and how to respond to violations in the code
- ISU robes were purchased for three faculty so that they could attend Fall commencement

Initiative 2: Enhance the Development of Faculty

- New faculty orientation program firmly in place. Outcomes will be assessed during the Spring semester
- Have started the process of creating eportfolios. A software product has been recommended – Foliotek
- Work continues on a web site that is better designed to assist faculty and staff with development and technology needs.

Initiative 3: Enhance the Development of Staff

- Training and development web site for ISU employees has been created including an online resource tool.
- Created a library of professional development resources that may be reserved or borrowed by employees
- Developed and went live with a new staff orientation program effective January 2011.
- Working with Staff Council to ensure computer access is available to all employees to enhance communication with staff
- Staff Recognition ceremony moved to Sept to allow faculty participation
- Creation of LEAF (Lead By Example and Fortitude) program to replace the former Extra Mile Award
- Training and Development Specialist position is in place to support training efforts
- Assessment of staff training is ongoing to ensure training is appropriate for the needs of employees

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

- Diversity Research and Teaching Symposium held Nov., 2010
- Opportunity Hire program developed
- Diversity advertising strategies were implemented with higher yield of candidates from under-represented groups in pools this year and yield of over 80 applicants for 8 'Opportunity Hire' spots
- Search process partners identified and workshops conducted (2)
- Search chair and department chair workshops (2)
- Search chair and search committee workshops (3)
- Webinar on Hiring Racially Diverse, Culturally Competent Faculty held
- Visiting scholar guidelines developed, scholars (4) recruited
- Working with Dean of Arts and Sciences and CIRT to pilot visiting scholars in fall 2011
- Scholar Collaborative and Prospective Faculty day to be held this month, 20 candidates for 'Opportunity' and other hires to be on campus and interact with ISU faculty
- Day for Opportunity Hires conducted February 21, 2011
- Implementation a new Sycamore Safe Zone program