

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

- Child care feasibility study was completed. Renovations are planned to the existing child care facility located at University Apartments.
- A relocation assistance program was evaluated and the use of an outside vendor is being considered to provide employee relocation services.
- A subcommittee is working to gain a better understanding of faculty perceptions regarding teaching environment, including ways the teaching environment can be improved.
- A Work-Life Balance Conference was held in March 2012.
- A Data Analyst was hired to work with Affirmative Action and Diversity.
- The HERI's Diverse Learning Environment Survey is underway to gauge diversity and campus climate information to assess impact on student learning.

Initiative 2: Enhance the Development of Faculty

- CIRT and Extended Learning are partnering to provide faculty training to teach distance courses for Foundational Studies.
- Workshops are being offered to faculty dealing with pedagogy and curriculum development, student-faculty research, and leaning-teaching methods that encourage creative and critical thinking.
- Workshops for faculty involved in promotion and tenure committees to assure they are informed about policies, practices, and expectations related to the evaluation of candidates for promotion and tenure.
- The development of a Master Teacher Program is underway.
- A program for emeriti faculty that enables them to remain professionally connected to the University will be implemented in the Spring of 2013.
- Ongoing workshops for Department Chairs and Deans focusing on managerial and leadership responsibilities are underway.
- Work continues on the E-portfolio initiative with the goal of having E-portfolios available by 2013.

Initiative 3: Enhance the Development of Staff

- A training and development website has been developed and is continually being updated with new information.
- Continue to work with Staff Council to provide computer resources to staff that may not have regular access to technology.
- The ISU Supervisor Certification Program was started in September 2011. There have been 60 plus employees that have participated in the program. HR is evaluating ways in which the program can be expanded to accommodate more staff.
- Supplemental training and development curriculum options have been developed and an implementation plan put in place.
- The Passport to Achievement Program is in place. Since February of 2011, over 2000 passports have been distributed.
- Over 700 staff employees have participated in the Sycamore Service Customer Service Program since its inception in February 2011.
- During one Wednesday of each month HR hosts a Webinar training and development program that is offered to all staff. A different topic is presented monthly.

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

- A Diversity Leadership Retreat was held on Nov. 30, 2011 with senior campus leadership including Deans and Department Chairs.
- A national teleconference – Achieving Tenure Without Losing Your Soul – was sponsored by ISU for African American pre-tenured faculty.
- The second Scholar Collaboration and Prospective Faculty Day was held on February 20, 2012 with more than 100 minority faculty candidates applying for consideration. Seven of these candidates were invited to campus.
- Search Committee workshops were held during the fall 2011 semester to focus on best practices in candidate evaluation to avoid bias.
- An early career professional development program to include mentoring is being studied to include best practices from other institutions.
- An African American Faculty Interest/Support Group was formed and meets monthly.
- A conference on Teaching and Scholarship was held during the fall 2011 semester.
- Colleges need to develop diversity plans as recommended by the Council on Diversity. Some have been developed but may vary in terms of detail and focus.