

Project: Goal 6-4b: Expand the Diversity Found in the Composition of the Faculty at ISU

Start Date: November 2012

Client: ISU Faculty and Staff

Program Manager: Kandace Hinton

Purpose: The purpose of this initiative is to enhance the recruitment and retention of African American faculty.

Introduction/Background – What?:

Indiana State University values diversity in all of its forms and is actively seeking to increase the numbers of underrepresented minorities within the faculty.

Proposal/Purpose/Justification – Why?:

This is a request to provide funds to invite to campus prospective faculty who have applied for positions through the Opportunity/Targeted Hire Program. This is a derivation of the Scholar Collaboration Day held in previous years.

Work Plan – Action Steps Process – How?

1. Collect a list of positions that deans and department chairs are interested in pursuing for the Opportunity/Targeted Hires Program.
2. Harvest and glean the field of doctoral producing institutions, professional and academic associations, national registries, online diversity job fairs, career fairs at conferences, and one-on-one contact from collegial networking to find potential faculty candidates.
3. National advertising media (CHE, Diverse Issues in H.E., HigherEdJobs.com)
4. Collect and disseminate CVs to department chairs who have expressed need for follow-up.
5. Invite potential faculty candidates to ISU in clusters of three to meet with and interview in departments (competing individuals will not be clustered at the same time). These visits will include a reception hosted by the Black Faculty and Staff Caucus.
6. Follow-up with chairs about any issues or areas to provide assistance during negotiations with candidates if offers are made and if chairs seek such help.

Reporting and Deliverable Schedule – When?

1. Completion of prospective scholars cluster visits report – June 2013
2. Completion of report on recruiting trips- June 2013
3. Completion of report of underrepresented offers and hires – June 2013

Budget – How Much?:

The cost for the prospective scholar cluster visits:

Approximately 12 scholars @ \$1,000 per visit (travel, lodging, per diem) –

Total \$12,000 (academic year 2012-2013)

Stakeholders and Management Plan – Who?

The overall vision and direction of Goal 6-4b: Expand the Diversity found in the Composition of Faculty will be provided by Kandace Hinton. However, this work will continue the full partnership with the Office of Diversity's director, Elonda Ervin and collaboration with the Diversity Council.

- Management Partners are:
 - Tami Weinzapfel-Smith, Director of Employee Relations, Human Resources
 - Bonita McGee, Director of Affirmative Action
 - Diversity Council Co-chairs
 - Diversity Faculty Team (Ann Chirhart, Alister McCleod, Dwuena Wire, Mary Howard-Hamilton)
 - SP Implementation team members (Carmen Tillery, Eli Bermudez, Barbara Eversole, Lynn Foster, and Virgil Sheets)

Outcome Assessment & Future Testing – How Well?:

1. An increase in the recruitment and retention of “great” faculty and staff
2. The number of recommendations and strategic initiatives that are implemented