

Faculty Diversity Activities mapped to the Diversity Master Plan and the University Action Plan

Diversity Master Plan (2009-2014)	Special Task Force Final Recommendations (April 2014)	University Action Plan (May 2014)	Faculty Affairs/Center for Faculty Development activities	Budget support from Provost in 2014-15
5.1 Broadening applicant pools <ul style="list-style-type: none"> • Affirmative Action Plan and Placement Goals • Program Plan [advertising plan] • Mandatory training sessions for recruitment committees • Dean and AVP review and approval of applicant pool 	Faculty, Admin, Staff #3: “Commit to the aggressive recruitment of female faculty and faculty of color; and commit to their retention, promotion and tenure.”	“...Develop a recruitment protocol that ensures diverse applicant pools during the recruitment process.”	<ul style="list-style-type: none"> • Monitor all job announcements for language that is required, and for language that might be discouraging of a diverse applicant pool. • Provide training for recruitment committees on diversity outreach. • Review each committee’s diversity outreach recruitment plan. • Review applicant pools for evidence that the committees have done their due diligence in outreach and advertising. 	n/a
5.2 Travel Fund for Dept Chairs to recruit at disciplinary conference			Call for applications went out to chairs on July 18	\$30k
5.3 Faculty in Residence on Diversifying the Faculty			Call for nominations went out to chairs and deans on July 18	\$17k
5.4 Travel fund for recruiting at minority conferences			<i>[this has been combined with 5.2 travel fund for recruitment]</i>	
5.5 University-wide ads for recruitment in diversity publications			Purchasing group advertising in national diversity-oriented venues. [LGBT in HigherEd.com, Women and HigherEd.com, Hispanics in HigherEd.com, Blacks in HigherEd.com, Diverse Education.com] We also purchase a group ad in the Chronicle of Higher Education, and post all announcements to NorCalHerc.	\$25k

Additional Faculty Diversity Activities of the Office of Faculty Affairs and the Center for Faculty Development

Additional recruitment activities	Budget support from Provost 2014-15
Hosting the annual visit by the Stanford DARE Fellows.	n/a

Retention, Tenure, and Promotion activities	Budget support from Provost 2014-15
New faculty orientation (August)	\$2500
Follow up orientations and RTP workshops <ul style="list-style-type: none"> • Annual Dossier Preparation Panel • 1st, 3rd, 4th year review workshops • 2nd, 4th, 6th year RTP workshops • Promotion-only workshops • Training for chairs on RTP process • Career planning workshops [“you just got tenure—now what?”] 	\$2400
Faculty Diversity Committee’s annual Spring Fling	\$1500
Untenured Faculty Organization (programming for professional development)	\$3500

Additional campus climate, inclusiveness, and diversity activities	Budget support from Provost 2014-15
Creation of lending library at CFD of materials addressing issues of professional development and effective teaching on diverse campuses.	\$2000
Creation of YouTube videos on topics pertaining to teaching diverse students.	\$2000
Workshops open to all faculty on topics such as “teaching our diverse students” and “how to incorporate diversity into your curriculum.”	\$2000
Creation of new fund for Speakers series	\$10,000