

**School of Nursing  
Faculty Diversity Action Plan Summary, Fall 2017**

Goals/Strategies	Actions/Activities, including Assessment/Measurement Criteria	Responsible Parties	Deadline for Completion
<b>1.0. Recruitment.- Search Practices - Establish and Implement Protocols for Faculty Searches, identified in FDI – Best Practices for Faculty Searches</b>			
<b>1.1. Benchmark Availability Pools for all faculty searches</b> <i>2016 American Association of Colleges of Nursing (AACN) National Faculty Data</i> <i>Males: 5.9%</i> <i>Am Ind/Alsk Native 0.4%</i> <i>Asian 2.9%</i> <i>Black or African Am 7.2%</i> <i>Hispanic 2.7%</i> <i>Hawaiian/Pacific Isl 0.4%</i> <i>2 or more races 1.3%</i> <i>White 83.5%</i>	1.1. Dean delegates to Executive Vice Dean the submission of JHSON faculty data to national AACN database and reporting of faculty demographic data obtained from AACN national dataset back to Dean. <ul style="list-style-type: none"> <li>• Executive Vice Dean is assisted in collection of faculty data by the Sr. Administrator of Academic &amp; Faculty Affairs. AACN institutional membership paid annually</li> <li>• AACN will send confirmation that the faculty data from JHSON has been received every other year in the fall/ AACN will then issue a report of the data the following year.</li> </ul>	1.1. Executive Vice Dean is accountable to the Dean	1.1. Data are collected by AACN by December every other year 2015, 17, 19, etc. and a national report is issued the following year
<b>1.2. Unconscious Bias Training for all search committee members</b>	1.2. Executive Vice Dean assures that all search committee members have undergone unconscious bias training <ul style="list-style-type: none"> <li>• Chair of the Faculty Search Committees will work with Executive Vice Dean to ensure this training occurs</li> <li>• Faculty will be asked to report whether they have completed unconscious bias training</li> </ul>	1.2. Executive Vice Dean and Chair of Faculty Search Committees will be accountable	1.2. December each year (training available online)
<b>1.3. Diversity Advocates assigned to all search committees</b>	1.3. The Chair of the Faculty Search Committees will assign a Diversity Advocate to the Faculty Search Committee <ul style="list-style-type: none"> <li>• Committed faculty will serve as Diversity Advocates</li> <li>• Faculty serving as Diversity Advocates will confirm their willingness to serve in this capacity.</li> </ul>	1.3. Chair of the Faculty Search Committee	1.3. December each year.
<b>1.4. Divisional Leadership Oversight of all candidate short lists prior to campus interviews</b>	1.4. The Executive Vice Dean reviews candidate short lists prior to campus interviews keeping in mind all aspects of the faculty diversity action plan. The Executive Vice-Dean in Collaboration with the Chair of the Faculty Search Committee can defer moving the search process to the next stage until a greater proportion of URM candidates have been included. <ul style="list-style-type: none"> <li>• 100% of applicants who have been put forward by the Faculty Search Committee for invitation for a campus visit will be reviewed by the Executive Vice Dean prior to the visit.</li> </ul>	1.4. Executive Vice Dean in collaboration with the Chair of the Faculty Search Committee	1.4. Status of applicants is reviewed biweekly by Executive Vice Dean and Faculty Chair of Search Committees.
<b>1.5. Completion of Final Search Activities Summary/Report for all faculty searches</b>	1.5. There is a defined search process for all faculty applicants and a record is kept of all applicants and their movement through the process. <ul style="list-style-type: none"> <li>• Faculty Search Committee Members and Chair and Sr. Administrator for Academic and Faculty Affairs.</li> <li>• 100% of faculty will go through the faculty search process</li> </ul>	1.5. Executive Vice Dean with Faculty Search Committee Chair.	1.5. Completed with each Candidate reviewed.

2.0. Recruitment.- Search Tools - Utilize FDI Funding Mechanisms			
2.1. TOP	2.1. Seek out and apply for funding for diverse faculty candidates <ul style="list-style-type: none"> <li>Track how often we are successful in securing funding.</li> </ul>	2.1. Dean in collaboration with Executive Vice Dean.	2.1. June 30 of each year.
2.2. Visiting Professors	2.2. Seek out and apply for funding for diverse faculty candidates. <ul style="list-style-type: none"> <li>Track how often we are successful in securing funding.</li> </ul>	2.2. Dean in collaboration with Executive Vice Dean.	2.2. June 30 of each year.
2.3. Postdoctoral fellowship program	2.3. Seek out and apply for funding for diverse postdoctoral fellows. <ul style="list-style-type: none"> <li>Track how often we are successful in securing funding.</li> </ul>	2.3. Dean in collaboration with Executive Vice Dean.	2.3. June 30 of each year.
2.4 Research Award	2.4. Seek out and apply for funding for diverse faculty candidates. <ul style="list-style-type: none"> <li>Track how often we are successful in securing funding.</li> </ul>	2.4. Dean in collaboration with Executive Vice Dean.	2.4. June 30 of each year.
3.0. Resources - Description of resources, investments, reallocations, personnel required to achieve goals described above			
3.1. Faculty support for FDI programs and events		3.1. Dean in collaboration with Executive Vice Dean, DBO	3.1. Ongoing.
3.2 Associate Dean for Faculty Development Position created to increase support for junior faculty members.	3.2. Search launched April 2018	3.1. Dean in collaboration with Executive Vice Dean	3.2 Fall 2018

### Outcomes for Academic Year 2017-2018 Related to Strategies in Diversity Action Plan

The School of Nursing Leadership and Faculty have continued to advance the Faculty Diversity Action Plan and report the outcomes of the action plan to date:

- **Strategy 1.1** Best practices are followed in faculty searches. Recruitment of faculty from URM groups exceeds the proportion of URM faculty in national data from American Association of Colleges of Nursing (AACN)
- **Strategy 1.2** All faculty have undergone unconscious bias training and this training is now part of new faculty onboarding
- **Strategy 2.1** TOP Funding accessed to support recruitment of two faculty members.
- **Strategy 2.3** Three faculty members have been recruited from postdoctoral programs
- **Strategy 3.0** On 2/26 **All Faculty and Staff Diversity Retreat** held to report out on outcomes of efforts to recruit a more diverse faculty and staff and plans to measure faculty and staff satisfaction to guide continued efforts on retention of diverse faculty and staff.

**Percent of Faculty who are Members of Minority or Underrepresented Minority Groups from 2015 to 2017.**

<b>Year</b>	<b>Total Ranked Faculty</b>	<b>% Minority Members</b>	<b>% Underrepresented Minority Members</b>
2015	61	23%	17%
2016	62	29%	21%
2017	65	32%	23%

- **Strategy 3.1** On 2/26 **All Faculty Mentoring Workshop** held in response to faculty input to advance the impact of the School of Nursing Mentoring Program by providing tools to increase the structure of the mentor-mentee work together.
- **Strategy 3.1** On 1/2018 the **Isabell Hampton Robb Fellowship launched**. Assistant and Associate Professors can apply for fellowship that grants one semester free of teaching to achieve specific outcomes related to their program of scholarship. Up to three faculty will be selected each year. In 4/2018 the inaugural three fellows were selected for Academic Year 2018-2019.
- **Strategy 3.2** Task Force on Faculty Governance recommended restructuring that included the creation of an **Associate Dean for Faculty Development Position** to provide mentoring and additional support especially to assistant and associate professors.