

Faculty Diversity Action Plan Summary for School of Education FY18

Goals/Strategies	Actions/Activities, including ¹ Assessment/Measurement Criteria	Responsible Parties ²	Completion Date
<p>1. <u>Recruitment - Search Practices</u> Establish and implement protocols for faculty searches, identified in FDI – Best practices for faculty searches</p>			
<p>1.1 Identify and benchmark availability pools for all faculty searches</p>	<p>Consult with JHU Institutional Reporting regarding availability pool data.</p> <p>Identify institutions particularly successful at underrepresented minority doctorates and/or post-doctorates in relevant disciplines. Emphasis on disciplines in which the School of Education will be hiring for AY17-18, but goal is to cover all relevant disciplines. Compile resulting list as a resource. Identify specialty journals targeted to women and minorities in business and academics, in which we might advertise faculty positions. Compile resulting list as a resource.</p>	<p>Diversity Advocate with support from HR and Search Committee Chair</p> <p>Search committee chairs of hiring disciplines with support from HR and FDI Action Plan Committee</p>	<p>On-going</p> <p>On-going</p>
<p>1.2 Develop search process guidelines</p>	<p>Up-date SOE Guidelines for Faculty Searches in consultation with Dean Morphew</p>	<p>FDI Action Plan Committee</p>	<p>April, 2018</p>
<p>1.3 Diversity Advocates assigned to all search committees</p>	<p>Each search committee will have a designated diversity advocate. This individual will be responsible for leveraging the identified and benchmarked availability pool information. The search committee chair will submit the name of this advocate to the Vice Dean of Academic Affairs prior to start of search.</p> <p>Training for all search committee members. Face to face training opportunity offered at least annually. Online training is available through TMOD and will be required for individuals who cannot participate in the face to face training opportunities.</p>	<p>Search committee chairs of hiring disciplines</p> <p>Diversity Advocate, FDI Committee, HR</p>	<p>Implemented and practice continues</p> <p>Ongoing over recruiting cycle</p>

¹ Describe the actions that stakeholders will engage in to ensure completion and school-wide implementation of the events described in column 1. Also describe how you will know when you have completed the task (what will you measure, and what will those measurements look like?)

² Who, along with the VDF, will be responsible for getting this done, and who will be accountable if not completed?

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1.4 Unconscious bias training for all search committee members	Vice Dean of Academic Affairs will review candidate short-lists keeping in mind FDI goals.	Vice Dean of Academic Affairs	Ongoing over recruiting cycle
1.5 Divisional leadership oversight of all candidate short lists prior to campus interviews	Each candidate will meet with faculty that share similar or complementary backgrounds and interests. For example, we will ensure that a woman candidate meets with female faculty both inside and outside the discipline.	Current faculty	Ongoing, with special attention paid to first years
1.6 Conducting inclusive interviews	Every search committee must submit a report showing their respective availability pools, the interviewed candidates, and the selected candidates with justifications for selections.	Search committee chairs with Vice Dean of Academic Affairs	
1.7 Completion of final search activities summary/report for all faculty searches	In addition to mentoring and developmental activities in place for all new faculty, additional mentoring will be offered in the form of connections to other faculty who share similar backgrounds and interests, at SOE or at Hopkins more broadly.	Vice Dean of Academic Affairs, Faculty Senate	
1.8 Strengthen culture of inclusivity and supportive environment			
2. Recruitment.- Search Tools			
Utilize FDI funding mechanisms			
2.1 TOP	Be aware of any TOP faculty candidates that may arise and bring to the attention of the Vice Dean of Academic Affairs	Search committee chairs, along with all faculty	Ongoing over recruiting cycle
2.2 Formalize a visiting faculty program	Develop a formal visiting professors process that aligns with stated FDI goals	Vice Dean of Academic Affairs	AY 2018-19
2.3 Establish postdoctoral fellowship program	Develop a post-doctoral fellowship process that aligns with stated FDI goals	Vice Dean of Research and Doctoral Programs	AY 2018-19
2.4 Research Award	Encourage faculty to take advantage of research awards, such as the Provost's Office newly instituted <i>Award for Excellence in Diversity and Inclusion Research</i> .	Vice Dean of Academic Affairs	Ongoing, as nominations

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			for research awards arise
3. Resources Description of resources, investments, reallocations, personnel required to achieve goals described above			
3.1 Faculty support for FDI programs and events	Secure funding for staff assistance with goal 1.1.	Faculty member overseeing project, with support from HR and Office of Academic Affairs	AY 2018-19