

College of Education & Human Development

Action Item	Implementation Plan	Timeline	Measurable Outcomes	University Plan Alignment
<p>Provide a college level mentoring system focusing on promotion and career building by assistant and associate professors that compliments department efforts. Systems should account for a structured system as well as informal arrangements.</p>	<ol style="list-style-type: none"> 1. Implementation of revised CEHD mentoring plan. An evaluation procedure will be established to be used to evaluated AY 21-22. 2. Establish coordination with university and department mentoring efforts and resources. Inventories practices within each department. 3. Investigate nationally available mentoring avenues, e.g., the National Center for Faculty Development and Diversity. 4. Establish a CEHD annual award for faculty who provide high quality mentoring to other faculty members. 5. Evaluate faculty review structures (e.g., P&T and structured reviews) to determine how mentoring is factored into performance. 	<p>Presented at April faculty meeting for Fall 2021 implementation</p> <p>6 months</p> <p>3 months</p> <p>6 months</p> <p>12 months</p>	<ol style="list-style-type: none"> 1. Number of faculty enrolled. 2. Evaluation plan <p>Inventory</p> <p>Feasibly report</p> <p>Inclusion in annual Spring awards</p> <p>Report to CEHD Administrative Council</p>	<p>Mentoring</p>

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<p>Encourage and reinforce interdisciplinary research and course development.</p>	<p>1. Review promotion, pre-tenure, post-tenure, and annual review policies to propose wording that endorses interdisciplinary teaching and research.</p>	<p>9 months</p>	<p>Recommendations to CEHD Administrative Council</p>	<p>Support for research/creative work</p>
	<p>2. Develop a CEHD database that lists PIs and Co-PIs to be used during faculty evaluations and in our avenues of dissemination and public relations.</p>	<p>6 months</p>	<p>Distribute to CEHD Administrative Council</p>	
	<p>3. Meet with directors of college centers to determine extent of interdisciplinary activity and how the centers can facilitate such activity.</p>	<p>12 mons</p>	<p>Recommendations to the Dean</p>	
	<p>4. Establish a college award that acknowledges faculty for interdisciplinary research and teaching.</p>	<p>6 mons</p>	<p>Include in annual Spring awards</p>	
	<p>5. On CEHD research website highlight interdisciplinary research activity.</p>	<p>9 months</p>	<p>Addition to research website</p>	

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Review of policies that address hiring and retention of faculty.	Hiring: 1. Require members of search committees to complete professional learning module on Equity in Hiring.	Immediately	% compliance	Faculty Recruitment, Retention, and Belongingness
	2. Review diversity of outlets for publishing search announcements with recommendation for 2022.	4 months	Revised list placed in Search Committee Manual	
	3. Prepare policy on composition of search committees.	9 months	For use for 22/23 searches	
	Retention: 1. Create annual survey of assistant professors to identify support needs.	9 months	First distribution Spring 2022	
	2. Establish Exit Interviews and provide annual report to Faculty Affairs Committee.	12 months	Exit interviews to be in use during 22/23 AY	
	3. Appoint committee to review CEHD data regarding faculty retention.	12 months	Recommendations to CEHD Administrative Council	
	4. Evaluate retention components in new CEHD mentoring program.	With Fall implementation	to be decided	
	5. Review policies of annual review and their relationship to merit raises; and how departments address substandard performance.	12 months	Recommendations to CEHD Administrative Council.	