



Develop and implement practices that support the success of underrepresented faculty and staff.

: Review salaries (salary data is readily available for review at any time by visiting the Waterfield Library Information Desk) of faculty, taking note of underrepresented and international faculty, to achieve equitable compensation.

Responsible: CHFA DEI Committee, Administration

Timeline: Every 4 years; ongoing

Partners: department chairs, T&P committee, Human Resources, IDEA, PCDI

Eliminate or reduce the weight of student evaluations for all annual evaluations, tenure, and promotion decisions. Require peer evaluations if a department utilizes a student evaluation system.

Responsible: CHFA (all departments) & CHFA Administration

Timeline: 1 year (immediate) require peer evaluations if a esns

service loads to compensate for this additional service work, and pursue opportunities to provide financial compensation for this additional labor.

Responsible: CHFA (all departments) & CHFA Administration

Timeline: 1-3 years; ongoing

Partners: T&P committees, department chairs

-Create a standard college-wide policy supporting a two-year teaching load reduction for new faculty. Develop a comparable policy for load reduction or adequate compensation for staff.

Responsible: CHFA (all departments) & CHFA Administration

Timeline: 1 year (immediate); ongoing

Partners: department chairs, T&P committee, Human Resources

Maintain a college climate that understands, respects, and works to improve the impact of social and institutional structures on faculty, staff, and students.



Partners: Development Office

-curricular activities.

Work with Education Abroad to integrate more Study USA and Study Abroad experiences that provide opportunities to explore diversity as well as critically analyze structures of inequality.

Responsible: CHFA (all departments)

Timeline: 1-3 years

Partners: Education Abroad Office

Each department in the college will be responsible for planning (or collaborating with other departments) at least 2 programs per calendar year that address diversity, equity, and inclusion as related to their field and/or feature the voices and perspectives of scholars of color. Funds should be provided by the College or university for these programs, and/or provide support to actively pursue external funding for such programs.

Responsible: CHFA (all departments)

Timeline: 1-3 years

Partners: CHFA Administration

Promote regional, national, and international conferences, internships, residencies, and other experiences that develop students and faculty cultural competency. Provide funding for such programming and/or actively pursuing external funds for such programs.

Responsible: CHFA (all departments); CHFA DEI committee

Timeline: 3-5 years (Long-term), pending funding

Partners: ORCA; Office of Sponsored Programs

Utilize college and department processes that support the charge of promoting the recruitment and retention of underrepresented and minoritized students.

Focus on diversity in recruitment and retention of underrepresented and minoritized students

: Work with the Scholarship Office to increase knowledge of and promote use of URM scholarships and graduate assistantships.

Responsible: CHFA Administration

Timeline: 1-3 years

Partners: Scholarship Office

Departments will identify a faculty member who is responsible for increasing recruitment in regional areas where URM students attend high school. Departments will determine measurable outcomes and produce deliverables regarding success.

Responsible: CHFA Administration

Timeline: 1-3 years

Partners: Office of Recruitment

