

Diversity and Inclusion Plan
College of Arts, Sciences & Education
Florida International University

January 10, 2018

The College of Arts, Sciences & Education (CASE) has been a strong supporter of Florida International University's (FIU) efforts to advance the representation of women and underrepresented minorities across disciplines. To continue, and build upon, this tradition, we will incorporate the following into our operations, planning, and policies.

Faculty Recruitment

1. DIVERSITY ADVOCATES AS PART OF SEARCH COMMITTEES

CASE will institute a policy of expecting a faculty member on every faculty search committee to serve as a *diversity advocate (DA)*. Diversity Advocates will be drawn from among those faculty that have attended a STRIDE workshop within the past three years. DAs will attend an additional two-session DA workshop offered by AWED that will focus more extensively on active strategies to recruit women and URM candidates. DAs will be expected to assume a leadership role on search committees to encourage the use of best practices and to recruit diversity candidates. To support the Diversity Advocates, CASE will identify one member of the Dean's Office, potentially the faculty fellow (see below), to assist their efforts.

2. STRIDE TRAINING

CASE department chairs and members of hiring and tenure and promotion committees will attend STRIDE (Strategies and Tactics for Recruiting to Improve Diversity and Excellence) training to increase their awareness of diversity challenges in recruitment, instill a commitment to search broadly, and empower them to address retention problems.

3. SEARCH AREAS

Experiences at other universities suggests that more broadly defined searches generally result in more diverse applicant pools and more diversity in hiring. CASE, therefore, will strongly encourage departments and programs to define searches as broadly as is practical.

4. NUMBER AND DIVERSITY OF CANDIDATES FOR ON-CAMPUS INTERVIEWS

The CASE Dean's Office will actively encourage the inclusion of women and minority candidates in on-campus interviews through expanding the number of candidates interviewing on campus for a particular search. The Dean may cancel the hiring process if the pool is not diverse.

5. CLUSTER/TARGETED HIRING CRITERIA

Cluster hiring is critical to advancing the university's research mission. There is, however, potential for these initiatives to either advance or compromise efforts to diversify the faculty. CASE will, therefore, explicitly consider diversity in its pursuit of cluster hires.

6. SOCIETY OF POSTDOCTORAL FELLOWS

The college will establish a Society of Postdoctoral Fellows focused on women and underrepresented minorities. The society is aimed to be initiated with four fellows to start in Spring 2018. Positions will be advertised nationally and be open to all disciplines in CASE. Candidates will be asked to submit a research plan and to identify a faculty sponsor for their work. The program will provide \$55,000 annual salary (based on \$4,500/month guideline for NSF postdocs) and a \$5,000 research and travel stipend. Fellows will be appointed for two-year terms that are renewable based on excellent performance. During this time, Fellows will be mentored and expected to submit grant proposals as a Principal Investigator.

Fellows will be connected to programs in the Office to Advance Women, Equity and Diversity (AWED) and will receive extra mentoring from faculty leaders in the college. To increase diversity within our ranks of tenured faculty and maintain research programs, CASE will provide a pathway for outstanding fellows to be considered for tenure track positions. Similar pathways will be contemplated for outstanding postdocs that are not part of the official Society program.

Although current resources will only allow an initial cohort of four Fellows, CASE will work with PIs to consider providing matching funds for funded postdocs who would like to be part of the Society of Fellows and will also pursue philanthropic and grant funding to expand the program.

7. RUGS SEMINAR MATCHING FUNDS

The CASE Dean's Office will only provide matching funds for departmental RUGS seminar series if the series includes an adequate diversity of speakers.

Faculty Retention and Advancement

5. FACULTY MENTORING

We will continue, and expand, mentoring programs for all faculty – particularly women and underrepresented minorities. CASE will work with the AWED Office to ensure best practices in mentoring.

6. LEADERSHIP DEVELOPMENT

CASE will support leadership development activities through 1) mentoring of faculty that show an interest and aptitude for leadership positions, 2) supporting travel to leadership conferences, and 3) encouraging turn-over in leadership positions within the college, schools, and departments to provide opportunities for advancement.

7. RETENTION AND EQUITY RAISES

CASE will continue to consider the need to maintain a diverse faculty that is equitably compensated in decisions about raises and retention offers. Except in time-sensitive situations (e.g. making a counter offer) CASE will review requests and equity issues twice a year rather than on a first-come-first serve basis to ensure equality in consideration.

8. CASE FACULTY FELLOWS PROGRAM

Starting before the Spring of 2018, CASE will institute a faculty fellow program where promising faculty spend part of their assignment assisting with meaningful work in the CASE Dean's Office. One or two fellows can be appointed at any one time and we will consider the need to diversify CASE leadership in decisions about fellow appointments.

Improving climate

9. REQUIRED DEPARTMENTAL, PROGRAM, AND CENTER/INSTITUTE DIVERSITY PLANS

CASE departments will be expected to have a draft Diversity Plan submitted by March 15, 2018. This plan should help guide ongoing faculty searches that will be active in the Spring of 2018. All units will be expected to work with the FIU ADVANCE team and AWED Office in the creation of these plans. Chairs will be held accountable during the annual review process for setting and meeting realistic goals for departmental Diversity and Inclusion Plans.

10. FIU ADVANCE

All faculty in the College will be encouraged to participate fully in ADVANCE activities and participate in the Bystander Intervention Program.

11. SCHOLAR IN RESIDENCE PROGRAM

The college will launch a Scholar in Residence Program, that will be initiated by Spring 2018. The Scholar in Residence Program will provide salary support for faculty on sabbatical at FIU and will be geared to attracting outstanding scholars whose research, teaching and service will contribute to diversity at FIU.