

Faculty Diversity Activities mapped to the Diversity Master Plan and the University Action Plan

Diversity Master Plan (2009-2014)	Special Task Force Final Recommendations (April 2014)	Final University Action Plan (May 2014)	Faculty Affairs/Center for Faculty Development activities that might be discouraging of a diverse applicant pool.	Budget support from Provost in 2014-15
<p>5.1 Broadening applicant pools during the Affirmative Action Plan and process." Placement Goals Program Plan [advertising plan] Mandatory training sessions for recruitment committees Dean and AVP review and approval of applicant pool</p>	<p>applicant</p>	<p>discouraging of a diverse applicant pool. Provide training for recruitment committees on diversity outreach.</p>	<p>Review each committee's diversity outreach recruitment plan. Review applicant pools for evidence that the committees have done their due diligence for applications went out to chairs on July 18</p>	
<p>5.3 Faculty in Residence on Diversifying the Faculty</p>			<p>Call for nominations went out to chairs and deans on July 18</p>	<p>\$17k</p>
<p>5.4 Travel fund for recruiting at minority conferences</p>			<p><i>[this has been combined with 5.2 travel fund for recruitment]</i></p>	
<p>5.5 University wide ads for recruitment in diversity publications</p>			<p>Purchasing group advertising in national diversity oriented venues. [LGBT in HigherEd.com, Women and HigherEd.com, Hispanics in HigherEd.com, Blacks in HigherEd.com, Diverse Education.com] We also purchase a group ad in the Chronicle of Higher Education, and post all announcements to NorCalHerc.</p>	<p>\$25k</p>

Additional Faculty Diversity Activities of the Office of Faculty Affairs and the Center for Faculty Development

Additional recruitment activities	Budget support from Provost 2014 15
Hosting the annual visit by the Stanford DARE Fellows.	n/a

Retention, Tenure, and Promotion activities	Budget support from Provost 2014 15
New faculty orientation (August)	\$2500
Follow up orientations and RTP workshops Annual Dossier Preparation Panel 1 st , 3 rd , 4 th year review workshops 2 nd , 4 th , 6 th year RTP workshops Promotion-only workshops Training for chairs on RTP process Career planning workshops ["you just got tenure—now what?"]	\$2400
Faculty Diversity Committee's annual Spring Fling	\$1500
Untenured Faculty Organization (programming for professional development)	\$3500

Additional campus climate, inclusiveness, and diversity activities	Budget support from Provost 2014 15
Creation of lending library at CFD of materials addressing issues of professional development and effective teaching on diverse campuses.	\$2000
Creation of YouTube videos on topics pertaining to teaching diverse students.	\$2000
Workshops open to all faculty on topics such as "teaching our diverse students" and "how to incorporate diversity into your curriculum."	\$2000
Creation of new fund for Speakers series	\$10,000