

FES discussion of DEI 11/9/20

The CoF Strategic Plan for DEI includes these actions, which leadership is working to implement this year:

1.1 A Include DEI training requirement stipulations in internal policies (see BA 1.4).

1.1 B Integrate DEI service requirements into employee performance expectations and position descriptions, when appropriate.

1.1 C Refine college promotion and tenure guidelines to reflect University DEI guidelines within 1 year of plan adoption.

We are seeking input on these topics and pose the following questions for discussion:

1. What is reasonable to expect for training, taking into account different roles within the college?
2. Position descriptions and annual work plans/goals
 - a. What should go into a position description? General expectations of everyone; should some people have a portion of their FTE allocated specifically to DEI?
 - b. Should individuals develop written annual plans/goals to be discussed during PROFs?
3. Evaluating DEI contributions in annual reviews
 - a. How do supervisors address this now with their employees?
 - b. Should the focus be on activities, outcomes, and/or impacts?
4. Assessing DEI contributions during promotion and tenure
 - a. What role should the college P&T committee play in this?
 - b. Should we include language in letters to external reviewers? (pros and cons of this?)