

2016-2021 Georgia College Strategic Plan

Goal 5: Enhance a professional environment that encourages the recruitment, retention, and success of an exemplary and diverse faculty and staff.

Initiative 1: Foster a respectful, inclusive, and equitable campus climate.

G511

RESPONSIBLE PARTY/UNIT	STRATEGIES TO ACCOMPLISH INITIATIVE	METRICS	TIME FRAME (FY)	FUNDING: REDIRECT, NEW
Promotion and Tenure Task Force, Deans, Department Chairs, University Senate, Office of Inclusive Excellence, Human Resources (for staff) Champion: Director of Institutional Equity and Diversity	ACTION ITEM 1: Develop a reward and accountability system that fosters diversity and inclusiveness.	Success will be measured by tracking the number of colleges/departments that include a component for fostering diversity and inclusiveness within the IFR, Tenure and Promotion, and staff evaluation processes. Faculty can discuss work related to diversity and inclusiveness within and across their teaching, scholarship, service, and/or professional development as most appropriate.	FY21, with annual measurement of progress	No new operational funds needed – use existing funding

Office of Inclusive Excellence, Provost Champions: Director of Institutional Equity and Diversity and the Assistant Director for Faculty Development	ACTION ITEM 2: Expand the ME (Multicultural Empowerment) faculty mentoring network as one initiative designed to increase under-represented faculty success and retention.	50 percent of underrepresented new faculty will have the opportunity to participate in the Multicultural Empowerment program by 2020 and 100 percent will have the opportunity to participate in the empowerment program by their third year. Need baseline data on retention of underrepresented faculty compared with faculty who are not considered underrepresented. Compare the retention rate of faculty who go through the ME program with those who do not participate.	FY21, with annual measurement of progress	Redirect existing funds (approval required) or request new funding in the regular budget cycle
Office of Inclusive Excellence, Provost Champion: Provost	ACTION ITEM 3: Develop a faculty fellow program to diversify the faculty and promote a diverse curriculum. The faculty fellow would teach courses each semester to promote a diverse curriculum and deliver public lectures on diversity-related topics.	Hire or use a visiting faculty model for staffing of one faculty fellow to promote diversity and inclusion at GC.	FY18, with annual measurement of progress	Redirect existing funds (approval required) or request new funding in the regular budget cycle

Initiative 2: Cultivate outstanding faculty and staff and increase their satisfaction by implementing evidence-based retention strategies and offering targeted training and professional development.

G512

RESPONSIBLE PARTY/UNIT	STRATEGIES TO ACCOMPLISH INITIATIVE	METRICS	TIME FRAME (FY)	FUNDING: REDIRECT, NEW
Institutional Research, Deans, Human Resources Champion: Chief Human Resources Officer	ACTION ITEM 1: Identify exemplary personnel practices to enable GC to benchmark and provide context for discussions around compensation, benefits, and other best practices related to retention of faculty and staff.	Human Resources to develop a list of best practices to retain faculty and staff including compensation, benefits, and training. This will enable the university to develop a brief report of gaps and best practices to inform better decision-making related to employee retention.	Ongoing with annual review of progress	No new operational funds needed – use existing funding
Institutional Research, Human Resources, University Senate Faculty Affairs Policy Committee, Center for Teaching and Learning, Office of Inclusive Excellence Champion: Assistant Vice President of Institutional Research	ACTION ITEM 2: Utilize an existing survey instrument such as Great Places to Work or Educause every three years to gauge sentiments and satisfaction across a broad range of areas that speak to professional development, inclusion, and diversity. Review the recently administered Great Places to Work and GC Climate Survey, as well as exit interviews collected by Human Resources.	Execution of the survey instrument every three years. Benchmark where the university currently is and compare that with data from surveys conducted in future years to gauge the impact of our efforts.	Cyclical as specified by the Action Item	Redirect existing funds (approval required) or request new funding in the regular budget cycle

Deans, Department Chairs, Promotion and Tenure Task Force, University Senate, Human Resources (for staff) Champions: Provost (for faculty) and Chief Human Resources Officer (for staff)	ACTION ITEM 3: Provide professional development and other incentives and rewards to encourage faculty and staff to create transformative experiences for students.	Success is measured by tracking the number of colleges/departments that include a component for fostering development of transformative experiences within the IFR, Tenure and Promotion, and staff evaluation processes. Faculty can discuss work related to transformative experiences within and across their teaching, scholarship, service, and/or professional development as most appropriate.	Ongoing with annual review of progress	Redirect existing funds (approval required) or request new funding in the regular budget cycle
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Initiative 3: Determine the desired proportion of full-time tenure track faculty.

G5I3	RESPONSIBLE PARTY/UNIT	STRATEGIES TO ACCOMPLISH INITIATIVE	METRICS	TIME FRAME (FY)	FUNDING: REDIRECT, NEW
	Institutional Research and Ad Hoc work group appointed by the Faculty Affairs Policy Committee Champion: Assistant Vice President of Institutional Research	ACTION ITEM 1: Implement a study of the faculty cohort composition among defined peer institutions to provide relevant context.	Completion of review among defined peer institutions.	FY19, with annual review of progress	No new operational funds needed – use existing funding

