

PROCESS IMPLEMENTATION PLAN

The following charts provide a high-level summary of college-wide goals and strategies, as well as goals and strategies for faculty, staff, undergraduate students and graduate students. A Diversity, Equity and Inclusion Advisory Committee of faculty and staff has been formed to guide this work and hold the college accountable for making progress. A Student Advisory Group also will be formed to assist the Advisory Committee.

The color-coded implementation plan below will help the college to track the implementation process.

Because this is a living document, the DEI advisory committee will periodically review, update and reprioritize the goals based on feedback from key stakeholder groups.

INITIATE	IN PROGRESS	COMPLETE
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COLLEGE-WIDE GOAL
Build a multicultural, inclusive and equitable college climate.

Create reporting mechanisms to communicate the status of the college's DEI initiatives				
F21 - In Progress	F22	F23	F24	F25

Create a standing council to provide oversight, facilitate communication and accountability.				
F21 - In Progress	F22	F23	F24	F25

Host departmental and college-wide events that center on diversity, equity and inclusion, as well as provide opportunities for administration and students to interface.				
F21 - In Progress	F22	F23	F24	F25

Establish a request for proposal pool of funds for students, staff and faculty to receive support to provide programming, conduct outreach efforts or events for the community.				
F20 - In Progress	F22	F23	F24	F25

Conduct a Dietrich College Climate Survey.				
F21 - Initiate	F22	F23	F24	F25

Institute mentorship training to all faculty advisors that are specific to the needs of first-generation graduate students and those from URM populations.				
F21 - Initiate	F22	F23	F24	F25

FACULTY GOALS

Improve access and equity for historically underrepresented minorities and women faculty.

Strategic Initiative: Create hiring practices to enhance the diversity of hiring

Each department should develop a departmental diversity recruitment plan to address its specific conditions and goals.

F21 - Initiate	F22	F23	F24	F25
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Create a hiring procedures checklist at the college level.

F21 - Complete	F22	F23	F24	F25
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Develop aspiration goals and search approvals.

F21 - Initiate	F22	F23	F24	F25
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Create search training.

F21 - In Progress	F22	F23	F24	F25
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Develop hiring process accountability.

F21 - In Progress	F22	F23	F24	F25
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Strategic Initiative: Leverage resources to improve the effectiveness of hiring

Identify resources to attract candidates.

F21 - In Progress	F22	F23	F24	F25
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Expand the Dietrich Fellows program to parallel the President's Postdoctoral Fellowship Program.

F21 - Complete	F22	F23	F24	F25
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Create new full professor positions.

F21 - Initiate	F22	F23	F24	F25
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Strategic Initiative: Improve the transparency and equity of reappointment, promotion and tenure (RPT) processes

Develop leadership training and usage of a Promotion and Tenure Checklist.

F21 - In Progress	F22	F23	F24	F25
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Strategic Initiative: Help departments retain and develop faculty

Develop a mentorship program.

F21 - Initiate	F22	F23	F24	F25
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Identify sponsorship opportunities.

F21 - Initiate	F22	F23	F24	F25
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Strategic Initiative: Create equity in service

Track service and teaching activities.

F21 - Initiate	F22	F23	F24	F25
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EXECUTIVE SUMMARY

FACULTY GOALS

Build an intellectual community that fosters, supports and rewards excellence in teaching and scholarship in diversity.

Strategic Initiative: Provide resources for and encourage research on diversity, equity and inclusion

Prioritize fundraising for research on diversity, equity and inclusion.

F21 - In Progress	F22	F23	F24	F25
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Create cluster hires that use interdisciplinary approach of hiring faculty from multiple departments.

F21 - In Progress	F22	F23	F24	F25
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Strategic Initiative: Increase the importance of providing diversity content in courses

Provide training to create diversity content in courses.

F21 - Initiate	F22	F23	F24	F25
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Strategic Initiative: Increase the use of inclusive classroom practices

Develop training on inclusive classroom.

F21 - Initiate	F22	F23	F24	F25
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Include a measure of inclusivity in faculty course evaluations.

F21 - In Progress	F22	F23	F24	F25
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STAFF GOALS

Build and foster a positive work environment for staff in Dietrich College

Strategic Initiative: Increase the visibility and recognition of staff contributions including efforts made by staff to foster a positive work environment

Host annual Dietrich Staff Awards to recognize their contributions.

F21 - Initiate	F22	F23	F24	F25
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Strategic Initiative: Increase opportunities and funding for professional development

In partnership with Human Resources, identify and encourage training opportunities for staff to improve advancement and offer specific diversity, equity and inclusion training, as well as training for faculty and staff concerning civility.

F21 - In Progress	F22	F23	F24	F25
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Recruit, hire, and retain staff members with diverse backgrounds.

Strategic Initiative: Review job descriptions, develop a repository of partners to market open positions and establish a clear onboarding practice for new staff

Identify data to determine the applicant pool, as well as gather information about staff departures during exit interviews.

F21 - In Progress	F22	F23	F24	F25
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Learn and provide complete transparency concerning job grade-level decisions.

F21 - Initiate	F22	F23	F24	F25
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Expand partnerships with Human Resources, to increase pool and visibility of college-level, employment opportunities, including Partnership with Vibrant Pittsburgh to help identify resources and community outside of the college.

F21 - In Progress	F22	F23	F24	F25
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GRADUATE AND UNDERGRADUATE STUDENT GOALS

Recruit and retain a diverse student body.

Undergraduate Strategic Initiative: Create Diversity@Dietrich, A Series of DEI events and trainings

Establish a fall and spring semester colloquium focused on DEI. We envision the colloquia to be a pairing of speakers (faculty working in this space, notable speakers from other institutions or local leaders) and student-led panels/workshops.

F21 - Initiate	F22	F23	F24	F25
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Host monthly/quarterly lunch workshops targeted at educational practices for educating students, centered around a specific issue/problem/challenge each session.

F21 - Initiate	F22	F23	F24	F25
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Increase awareness and marketing for DEI events already occurring around campus, making it easier for our students, staff and faculty to find and attend these events.

F21 - In Progress	F22	F23	F24	F25
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Undergraduate Strategic Initiative: Launch the Dietrich Academy, a summer pre-college program for low-income, first-generation and/or other historically underrepresented students

Develop LEAP - a high-quality, intensive summer program for low-income, first-generation and/or underrepresented students from the Pittsburgh region. We will aim to connect these students to each other fostering a strong cohort and to encourage them to identify with and apply to Dietrich College.

F21 - In Progress	F22	F23	F24	F25
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Graduate Strategic Initiative: Provide equitable financial support to expand PhD Fellowships to support one program participant per year per department

Repurpose existing Dietrich College fellowships so that instead of each unit receiving a small sum annually, the college uses these funds to bootstrap college-wide fellowships for PhDs who contribute to the College's diversity.

F21 - Complete	F22	F23	F24	F25
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Graduate Strategic Initiative: Develop programs for improving the pathway of the PhD students by building on existing undergraduate programs at the college level

Create a framework and build the infrastructure to centralize certain aspects of existing programs aimed at increasing diversity in the college that would ensure the long-term sustainability of such programs.

F21 - Initiate	F22	F23	F24	F25
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Graduate Strategic Initiative: Fifth-year Masters Bridge Program

Establish a one-year bridge-to-PhD post-baccalaureate or master's program for students who contribute to the College's diversity.

F21 - Initiate	F22	F23	F24	F25
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