# Faculty Senate Inclusion & Diversity Committee

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NORTHEASTERN

# Charges

- Charge #1: Follow-up on last year's charges (survey data)
- Charge #2: Identify DEI contacts across institution
- Charge #3: Peer institutions
- Charge #4: Northeastern DEI initiatives
- Charge #5: Faculty recruitment, retention & advancement
- Charge #6: Internal mentorship structures

# Charge #1: Survey Data

*Surveys Reviewed*:
2019 HERI Survey, 2021 Climate Survey & 2022 Faculty Senate DEI Survey

*Good News*

- >50% of the survey respondents agree we are making progress in DEI issues and that a pathway exists for making continued improvements

*Areas of Concern*

- Diversity of faculty, staff and student body still insufficient
- Culture of respect does not sufficiently exist in some circles
- Low response rate

# Charge #1: Recommendations

## *Cultivate Inclusive Climate*

- Set and boldly communicate DEI goals and commitments

- Increase diversity among senior leadership, faculty, staff & students

- Expand DEI professional development, training, resources

- Provide guidance to faculty/units to assess and address DEI in curriculum & pedagogy

- Create more avenues for collaboration across colleges

## *Improve Data Collection Process*

- Strengthen trust across faculty, staff, student, senior leadership

- Identify and engage units/individuals who are perceived as "trustworthy" in data collection and presentation

- Augment how surveys are promoted

# Charge #2: Identify Institutional DEI Contacts

See report.

# Charge #3: Peer Institutions

## *Best Practices*

- Investment in DEI infrastructure
- Visible institutional commitment, unit level strategic action plans & accountability reports
- Available action-oriented frameworks & toolkits
  - Guides for developing strategic plans; curriculum, pedagogy
- Recruitment, retention strategies
- Mentorship programs & resources
- Local community engagement

## *Peer Institutions*

| | |
|---|---|
| Boston College* | Tufts University* |
| Boston University* | Tulane University* |
| Brandeis University* | University of Miami* |
| George Washington University* | University of Notre Dame* |
| Lehigh University* | Wake Forest University* |
| New York University* | University of Michigan |
| Southern Methodist University* | MIT |
| Syracuse University* | *Colonial Group Institution* |

# Charge #4: Northeastern Initiatives

*College Initiatives*

- Recruitment, engagement, events/activities with focus on faculty, staff and students
- ODEI maintaining central DEI dashboard
- No reported mentoring activities addressing unique needs of faculty from underrepresented groups

*Recommendations*

- Customized mentoring for faculty from underrepresented groups
- Increased funding
  - Research grants
  - DEI programs/activities
  - Professional development
- Transparent goals & accountability

# Charge #5: Recruit, Retain & Advance Faculty

## *Recommendations: Recruiting*

- Commit to overall FT faculty population that aligns with national demographics

- Assess current recruiting strategies at College/Unit level; implement accountability measures for leaders

- Increase resources for outreach and recruitment

## *Recommendations: Retaining & Advancing*

- Offer support regarding promotion opportunities and tenure process

- Report annual progress of hiring and retention goals

- Assess and address any salary and rank discrepancies

# Charge #6: NU Faculty Mentorship

## *Findings*

- All Colleges offer faculty mentorship; variety of approaches/structures
  - Bouve as best practice
- Lack of acknowledgement of unique mentoring needs of faculty from underrepresented groups

## *Recommendations*

- Colleges consider adapting Bouve policy
- Establish University-wide team-based approach for faculty from underrepresented groups
  - Ensure mentoring team can provide diverse perspectives relevant to experiences faculty from underrepresented groups

# Next Steps

Recommend IDC future focus include working collaboratively with ODEI and other senate committees to propose actionable resolutions.

# Questions?