

DIVERSITY AND INCLUSION INITIATIVES

ACADEMIC AFFAIRS

ONGOING TRAINING AND STUDIES

Tenure-Track Search Orientation Meetings (all tt hires)

Explicit focus on implicit bias and best practices in diversity and recruitment. Hiring pool check.

Chair Institutes (annual)

Periodic training in best practices, such as implicit bias in faculty evaluation tools and practices.

COACHE Survey of Faculty Job Satisfaction (every 3-4 years)

Premier instrument for gauging faculty job satisfaction, including by rank, gender, and race within Loyola and with peer and national comparisons, leading to evidence-based responses. Paired with ongoing tracking of faculty demographics.

Salary Equity Study (annual, internal; every 5 years, external)

Beginning in 2016, external firm contracted for salary equity study (T/TT) taking account of race, gender, rank, discipline, and time since degree. Complements annual in-house gender equity study.

Safe Zone (each semester)

Academic Affairs supports OUTLoyola's efforts to offer campus members a three-part training in awareness and allyship around LGBTQ issues.

RECURRING PROGRAMMING

Diversity Reading Groups (all Loyola community) - October

Lunchtime discussions to invite every member of the Loyola community into shared conversation about diversity and inclusion. Each year's selections tap into related campus conversations and efforts.

Martin Luther King, Jr., Convocation (all Loyola & Baltimore community)

Annual tradition to launch the spring semester by gathering as a community for meaningful inquiry into legacies of race and social justice in America. Past speakers: Ta-Nehisi Coates, Claudia Rankine, Teju Cole.

Ignatian Reading Groups (all Loyola community)

Launched in 2016 as a companion to the Diversity Reading Group program. Lunchtime discussions about a book that engages the Ignatian tradition, often preparatory to the Jesuit Heritage Speaker.

Service-Learning Faculty Fellows (all faculty) – summer institute, year-round inquiry

Faculty engagement with theory and practice of academic community engagement, especially service-learning.

OPPORTUNITIES FOR GROUP FORMATION

Affinity Groups (all full-time, returning faculty)

Affinity groups are formed around a shared identity or common goal to build community among members of non-dominant groups and to foster inclusion and awareness in the broader university. Academic Affairs can provide modest support for open groups operating within general guidelines. Examples:

- Black Faculty, Administrators, and Staff Association (BFASA) – dormant
- OUTLoyola
- Women Faculty Leadership Coalition

ONGOING INITIATIVES

Inclusive Excellence Postdoctoral Teaching Fellows (in partnership with home departments) – year round

A strategic initiative in partnerships with academic departments to provide talented candidates, especially from underrepresented groups, with an exceptional opportunity to prepare for potential careers as scholar-teachers through high-quality experience at a Jesuit institution committed to academic excellence and social justice. Part of an AJCU consortium of postdoctoral diversity programs to diversify the professoriate.

Faculty Mentoring Program (new TT faculty) – year round

A universal mentoring program pairing first-year tenure-track faculty with tenured faculty outside their home department. In conjunction with monthly conversations on faculty life as collective mentoring. Best practices in diversity and inclusion embedded in design.

This Faculty Life: Conversations about Life in the Profession (TT faculty) – year round

Seasoned faculty share advice to support tenure-track success and ongoing formation. Topics include teaching, mission, scholarship, grant-seeking, dossier-building, work-life balance, and tenure. Best practices in diversity and inclusion embedded in design.

Finding the Path to Full (mid-career faculty) – year round

Peer support network with resources, accountability pairings, mid-career summer grants, and alliance meetings each semester in support of mid-career advancement. Two senior mentors. Explicit aim is to demystify pathways to promotion to diversify the senior ranks. Recommended by COACHE team at Harvard to address diversification of the senior ranks.

Inclusive Scheduling (campus) – year round

How Loyola schedules events affects climate and relates to our mission. Academic Affairs recommends groups adopt an inclusive approach to scheduling their campus events. That means being mindful of faith traditions and also coordinating efforts with other groups so as not to unnecessarily compete or overlap. In keeping with our values and core Jesuit principles, we remind you that one aspect of diversity respected on campus is religious diversity.

FUNDED INTERNAL OPPORTUNITIES (EMBEDDED)

Kolvenbach grants – supporting community-engaged scholarship

Community-Engaged Learning and Scholarship Funds – supporting academic community partnerships

Mid-Career Summer Research Grants – supporting mid-career advancement

FUNDED EXTERNAL OPPORTUNITIES

HERS Institutes for Women in Higher Education – One of the nation's premier leadership development opportunities. T/TT faculty and academic administrators eligible. Applications for institutional sponsorship due January 10, 2020.