

Making Faculty Awards Processes and Decisions Inclusive and Equitable

This is important work that is needed to support faculty morale and sense of being fairly heard and acknowledged in a way that contributes to career advancement.

How are others in this space thinking about adapting the rubric?

would like to share with college awards committee in conjunction with efforts to make awards processes, timelines, and expectations more transparent

***Stage One: Emerging** – At this stage, the campus is beginning to recognize diversity, inclusion and equity as strategic priorities and is building a campus wide constituency for the effort.

****Stage Two: Developing** – At this stage, the campus is focused on ensuring the development of its institutional and individual capacity to sustain the diversity, inclusion in equity effort.

*****Stage Three: Transforming** – At this stage, the campus has fully institutionalized diversity, inclusion and equity into the fabric of its institution, and continues to assess its effort to ensure progress and sustainability.

This rubric should be viewed as only one assessment tool for determining the status of diversity, inclusion and equity institutionalization. Other indicators should also be observed and documented to ensure that JMU's effort to advance diversity on campus is conducted systematically and comprehensively.

Legend: Emerging (*), Developing (**), Transforming (***)

Status Explanation:

- Active:** the recommendation is currently being worked on by university
- Completed:** Work on the recommendation has finished and all deliverables/tasks have been completed
- Merged:** The recommendation has been merged with a related recommendation or current university initiative for implementation and alignment

Think about how awards impact people who work outside of administrative and scholarly work

Transforming, But ongoing (Presenter's Orientation)

I plan to review the rubric and have conversations about using it in a grant /stipend award process.

Another way to learn more about the recommendation and continual feedback process
<https://www.jmu.edu/president/racial-equity/recommendations.shtml>

BRAVO! This could lead to promotion and other types of elevation for folks. please consider conference presentations and publishing white papers on this work

Dr. Carter-Hoyt to work towards the BOV gaining information on the transcending success of this model during the November 2023 meeting

Committee work is completed, but institutional work is/can be active

I think we should think about Sharing the rubric in other ways. I.e. advancement

Dr. Carter-Hoyt organize a presentation of this work to other divisions

