The CoF Strategic Plan for DEI includes these actions, which leadership is working to implement this year:

1.1 A Include DEI training requirement stipulations in internal policies (see BA 1.4).

1.1 B Integrate DEI service requirements into employee performance expectations and position descriptions, when appropriate.

1.1 C Refine college promotion and tenure guidelines to reflect University DEI guidelines within 1 year of plan adoption.

We are seeking input on these topics and pose the following questions for discussion:

1. What is reasonable to expect for training, taking into account different roles within the college?
2. Position descriptions and annual work plans/goals
   a. What should go into a position description? General expectations of everyone; should some people have a portion of their FTE allocated specifically to DEI?
   b. Should individuals develop written annual plans/goals to be discussed during PROFs?
3. Evaluating DEI contributions in annual reviews
   a. How do supervisors address this now with their employees?
   b. Should the focus be on activities, outcomes, and/or impacts?
4. Assessing DEI contributions during promotion and tenure
   a. What role should the college P&T committee play in this?
   b. Should we include language in letters to external reviewers? (pros and cons of this?)