



DEI Development Program for Faculty Searches
Step 4 Session
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Step 4 Goals:

- To identify policies, practices, processes, and interpersonal dynamics in your department or program that are unhealthy.
- To understand how to create a workplace environment that is inclusive and equitable
- To improve practices for welcoming and retaining new faculty.

Pre-Session work:

- Watch Step 4 presentation
- Read Ch 7, Retaining Faculty: Building Community in the Academic Workplace, From Stewart & Valian's (2018) book *An Inclusive Academy: Achieving Diversity and Excellence*.

Session Discussion Questions:

1. Based on the best practices shared in the presentation and summarized in Stewart & Valian's chapter, how does your department or program build community and promote a healthy workplace climate? What are ways you think your department or program could improve?
2. How does your department or program plan to welcome new faculty?
3. What are some institutional reasons why faculty leave CC or do not have successful third year or tenure reviews?
4. In addition to promoting a healthy workplace climate, what are other steps your department/program and CC, more generally, could take to improve faculty retention?