

Goal 4.4 February 2018 Update

Committee Members:

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1. Briefly summarize your project and include the major goals/ objectives
 - a. To implement the following diversity and inclusion performance review components for all employees:
 - i. For employees to self-report: During the review period, what actions or efforts have you made that contribute toward actively valuing diversity, equity, and inclusion?
 - ii. For supervisors: Acknowledge the efforts made by the employee during the review period that demonstrate contributions toward diversity, equity, and inclusion.
 - b. To actively participate in the development of the “toolkit” that will provide opportunities for university community members to build their D&I work through participation/artifacts/evidence for “What does actively valuing diversity, equity, and inclusion look like?” (now known as [Inclusion@IowaState](https://www.inclusion.iastate.edu/) website <https://www.inclusion.iastate.edu/>)
2. Detail the steps you have taken towards completion of the project to date
 - a. Developed a list of actions that may serve as artifacts/evidence for “What does actively valuing diversity, equity, and inclusion look like?”
 - b. Determined questions that may be considered for performance review (see 1a)
 - c. Met with VP Reg Stewart to assess the “how” to implement and determined that a pilot would be the most effective way to introduce the addition of this component to the performance review.
 - d. Identified Ames Lab and College of Human Sciences as potential partners for the pilot.
 - e. Introduced the pilot to key campus partners:
 - i. Ames Lab: Lynnette Witt (HR Director) met with Adam Schwartz (Director)
 - ii. P&S Council
 - iii. College of Human Sciences: Dean Jolly and Human Sciences P&S Council.
 - f. All parties willingly agreed to include the D&I components into the performance review (see timeline below).
 - g. Our committee is represented on the following:
 - i. Project work group for the [Inclusion@IowaState](https://www.inclusion.iastate.edu/) website
 - ii. Faculty Senate Student Evaluation of Teaching Task Force
3. Outline what needs to be completed between now and May of 2018
 - a. The timeline includes:
 - i. Each campus partner introducing the D&I performance review component to their staffs (Spring 2018) during the CY18 process. The D&I components will be included in the CY19 performance reviews as a pilot.
 - ii. Develop a similar pilot proposal plan for Merit and Faculty employees to be introduced in 2018 with assistance and guidance from VP Stewart and other key leadership.
 - iii. Meet with the [Inclusion@IowaState](https://www.inclusion.iastate.edu/) website committee on a regular basis to help build the resource.
 - iv. Introduce the opportunity to include a standard core question for student evaluation of teaching associated with D&I and teaching (maybe associated with the Principles of Community?) through the Faculty Senate Student Evaluation of Teaching Task Force’s work (Spring – Summer 2018).
4. Communicate any resource needs, signatures or approvals, or other support you will require from senior leadership to advance your effort

- a. Help to develop the most effective way to introduce the pilot (and overall concept) to Merit and Faculty employees.