

Byrdine F. Lewis College of Nursing and Health Professions

Action Item	Implementation Plan	Timeline	Measurable Outcomes	University Plan Alignment
Review workload distribution among NTT, TT and Tenured faculty, across the three areas of teaching, service, and scholarship, to achieve a more equitable distribution.	The review can commence at a unit level, leading to a review of workload at the college level based on input from each unit, led by the unit heads.	12-18 months	Development of a comparable and equitable framework for workload distribution within units, including criteria for course release, GTA support, and the inclusion of mentoring graduate students for capstone research as part of the workload.	Nature of Work: Service
Achieve an equitable committee assignment, especially for faculty of color, underrepresented minorities, and Assistant/Associate Professors so, these groups are not overloaded in service.	Faculty within each unit are reviewed for committee assignments at unit, college, university, and external levels. A range of number of assignments summaries are collected and reviewed at the college level under NTT, pre-tenure, and tenured faculty classifications.	10-12 months	At least 80% of all faculty in the college will meet the committee assignment plan that is developed after reviewing the data from all units.	Nature of Work: Service
Develop a mentoring program and provide resources to support research among junior faculty. Resources include IT infrastructure, equipment, and space.	Junior faculty are assigned two mentors with at least one from within the Lewis College.	6-10 months	Build on the existing mentoring program and develop a framework for mentorship that will help junior faculty grow their program of research.	Mentoring
Recognition and promotion of interdisciplinary work within the departments of the Lewis College	Recognition of faculty engaged in interdisciplinary work, including language to P&T manual that recognizes inter-disciplinary work and metrics and/or framework for Departments to evaluate faculty engaged in inter-disciplinary work.	6-12 months	Appropriate language added to the P&T and promotion manual to recognize inter-disciplinary work.	Appreciation & Recognition Support for research/creative work

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Recognize and disseminate effective teaching strategies for both in-class and online teaching	Develop a web platform within the college, where good examples of teaching practice can be presented/highlighted. Faculty who have achieved excellence in teaching can be recognized periodically both at the unit and college level	3-9 months	The existing teacher scholar program expands to have a larger web presence in the Lewis College with a web portal that provides faculty with good practice in teaching, which is specific to the professions in the college.	Appreciation & Recognition Support for research/creative work
Develop a communication strategy to provide better clarity of promotion process specially for NTT faculty, faculty of color and under-represented minorities.	Develop agenda for faculty forums that are more tailored to participants. Teaching and scholarship requirements for promotion are discussed in the context of workload.	3-6 months	A revised NTT faculty forum is created and implemented, and the agenda for each meeting reflects its participants.	Appreciation & Recognition Faculty Recruitment, Retention and Belongingness
Develop a framework for compensation for clinical and NTT faculty that reflects their clinical expertise, years of experience and national recognition to retain and grow talent.	A unit level effort is made to obtain data on prevailing compensation levels both at the local and state levels for clinicians with similar experience and qualifications.	10-12 months	The unit level data may be used as a resource to address retention of faculty.	Appreciation & Recognition Faculty Recruitment, Retention and Belongingness