

	+Goals, Objectives, Intervention/Strategy, and Activities	Responsibility Center	Start Year/Quarter
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	Goal 2 Ensure that the process for tenure and promotion is transparent, equitable, and free from explicit or implicit bias		
	Objective 1 Ensure that guidelines for tenure and promotion are clear, leading in bias, and adequately communicated		

	<p>- Colleges and departments must provide course releases and/or stipends for service responsibilities that go beyond the normal expectations with respect to the time necessary to perform those responsibilities</p>	<p>College Dept</p>	<p>Y2S3</p>
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	<p>Goal 3 Create and foster a culture at all levels (department, college and university) that supports recruitment, retention and advancement of women and URM (American Indian/Alaskan native, Hispanic, Black or African American, Hispanic, and Hawaiian/Other Pacific Islands)</p>		

Objective 1. Establish programs to educate and train faculty and administrators at all levels to

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reduce the impact

implicit bias

