ADVANCE

Cultivating an Inclusive Culture for Faculty Retention

**Question Set #1: Current Formal Processes**

What materials does the candidate submit for annual review?

Who is involved in the review (e.g., chair only, small committee of senior faculty, all senior faculty, etc.)?

Who formally judges the candidate’s performance and level of success?

How is the candidate informed of his or her formal assessment (e.g., letter only, required conversation with chair or dean, optional conversation with chair or dean, etc.)?

How is the candidate’s work related to diversity, equity, and inclusion brought into the review process?

What are the formal mechanisms for the candidate to respond to the review process and to the official assessment of his or her work in research, teaching, and service?

What are the formal mechanisms for helping the candidate set goals?

What are the formal mechanisms for coaching the candidate toward success?

What are the formal mechanisms for mentoring the candidate?

**For Discussion:**

What are the consequences of your unit’s formal processes on your unit’s climate for faculty?