Chair Diversity Self-Assessment Profile

Directions: This profile will assist the chair in assessing the extent and scope of your efforts to embed diversity within the department's work. Use the following scale to gauge the incorporation of diversity into your current role and responsibilities as applicable. The size of the department may determine the opportunity to implement certain dimensions such as hiring of new faculty.

Rating scale: 1 = *not applicable*, 2 = *incipient efforts*, 3 = *sporadic efforts*, 4 = *sustained efforts*

Domain	Dimension	Self-Assessment	Comment
Classroom	Promoting inclusive pedagogies		
	Providing support for marginalizing experiences of diverse faculty members		
	Assessing negative student evaluations in light of diversity issues		
Curriculum	Initiating conversations about curricular revisions to include diversity perspectives, research methods, or other aspects of diversity		
	Incorporating diversity into curricular offerings		
Research agenda	Encouraging research on diversity-related topics		
	Providing support for diversity-related and cross-cultural research in the tenure process		
Departmental climate	Providing day-to-day support for an inclusive work environment		
	Conducting inclusive faculty meetings		
	Ensuring inclusion of diverse faculty in departmental decision making		
	Ensuring equitable resource distribution		
	Providing support for socialization and network formation for diverse faculty members		

Recruitment and hiring of diverse faculty	Forming diverse search committees		
	Targeting outreach to diverse applicants		
	Providing concrete progress in remedying underrepresentation		
Retention of minority and female tenure-track faculty	Promoting faculty development that strengthens promotion and tenure attainment		
	Providing informal and formal mentoring		
	Providing supportive feedback on pretenure faculty evaluation		
	Assisting with research agendas of diverse faculty		
Student development	Offering educational and psychosocial support for diverse students		
	Developing interest in departmental major through recruitment and outreach to diverse students		
Cocurricular activities	Providing inclusive cocurricular opportunities		
	Addressing diversity in symposia, forums, and learning communities		
Overall Assessment			

Synopsis

In what domains have you made the most progress? _____

The least? _____

For the areas of least progress, what are the principal barriers (e.g., resources, internal resistance, leadership support)? _____

_____

What steps or factors could help you overcomes these barriers?

For the areas in which you have the greatest success, what factors helped you most?

How could you apply these factors to the areas in which you made the least progress?