Accomplishments

● Established four pillar principles.
● Analyzed the information from each of the outreach forums to identify emerging themes and used the themes to define our principles, goals, metrics, and resources.
● Completed a SWOT analysis of the current state.
● Identified preliminary goals that individual schools can customize and implement to ensure GW recruits, retains, and promotes a world-class faculty.
● Invited Caroline Laguerre-Brown, Vice Provost for Diversity, Equity and Community Engagement, as a guest speaker to discuss best practices and practical strategies for recruiting, retaining, and promoting a diverse and inclusive faculty body.

Outreach Efforts

● Hosted a public forum town hall to gather input from the GW community.
● Created a survey for Deans and Chairs of each school to provide input.
● Solicited and responded to community input via a dedicated Gmail account and a dedicated Webform.

Challenges

● The community is concerned about the timeline and having a hard time moving forward to consistently provide meaningful feedback; however, the committee is making great progress.
● We are doing our best to ensure all faculty are heard in this process, but recognize that we are not going to please everyone.
● It would have been beneficial to have at least one adjunct faculty member on the committee.
  ○ Resolved: As of 11/20 the committee added Lisa Schenck, an expert on adjunct faculty in the Law School.

Issues of Greatest Focus – Preliminary Recommendations

● Limit our scope to provide high-level goals for the individual schools to follow as a guiding resource.
● Promote preeminence by incentivizing, recognizing, rewarding, and supporting excellence aligned with university vision, values, and strategies.
● Clearly communicate pathways to excellence and infuse resources to support multiple strategies and mentorship.
● Facilitate collaborative faculty contributions within and across disciplines, academic units, and external organizations.
● Streamline and continually improve administrative systems and enhance flexibility for recruiting, hiring, and retaining world-class faculty.

Next Steps
● November 19 – 27: Finalize and prioritize goals.
● December 2-13: Clearly define the metrics that will be used to measure progress toward the goals and outline the resources that will be required to implement and achieve the goals.
● December 16 - January 2: Draft the proposal.