

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

	<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><b>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)</b></p>		

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

reduce the impact implicit bias

