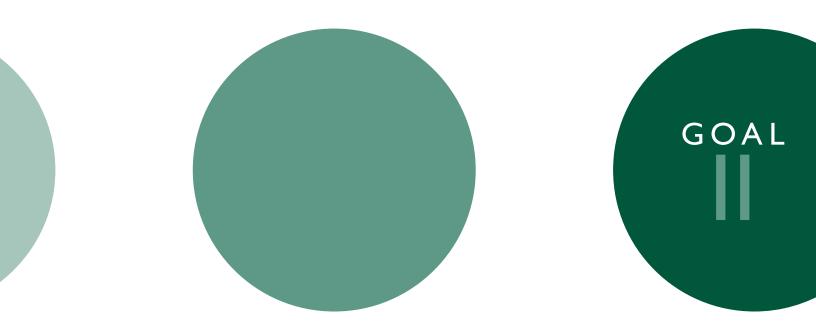
Attract, develop, and retain highlyqualified people who will best serve the University community.



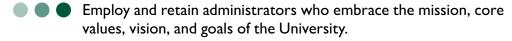
NSU WILL:

- Recruit and retain a diverse faculty holding terminal degrees from a variety of colleges and universities.
 - 1. Assess current diversity, academic credentials, employment advertising, faculty development, sabbatical opportunities, and compensation to establish category baselines.
 - 2. Plan and implement:
 - Strategies for national advertising of permanent faculty positions incorporating emerging media when appropriate;
 - Mechanisms that inform diversity-related groups within professional disciplines of employment opportunities;
 - Procedures to identify and nurture promising students of diverse backgrounds as potential NSU faculty;
 - A process to achieve competitive compensation;
 - A faculty mentoring process;
 - An enhanced professional development program;
 - A renewed effort to improve sabbatical opportunities;
 - A clearly defined faculty evaluation process;
 - An orientation process for new faculty;
 - Mechanisms to enhance job satisfaction.
 - 3. Monitor progress annually toward meeting the goal and make modifications based on these results.
- Employ and retain a diverse, motivated, and caring staff.
 - 1. Assess current diversity, compensation, professional development opportunities, and job satisfaction to establish baselines.
 - 2. Plan and implement:
 - Objective employment criteria and a hiring process that values diversity;
 - A process to engage staff in the NSU community;
 - Staff participation at appropriate levels of decision-making;
 - A process to achieve competitive compensation;
 - Enhanced professional development programs;
 - Mechanisms for enhancing job satisfaction;
 - Objective criteria for job performance reviews.
 - 3. Monitor progress annually toward meeting the goal and make modifications based on these results.

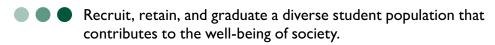
*defined in Glossary



NSU WILL:



- 1. Assess current diversity, professional credentials, employment advertising, professional development, and compensation to establish category baselines.
- 2. Plan and implement:
 - National advertising strategies incorporating emerging media when appropriate;
 - Mechanisms to inform diversity-related groups within professional disciplines of employment opportunities;
 - A process to achieve competitive compensation;
 - An administrator mentoring process;
 - An enhanced professional development program;
 - A clearly defined administrator evaluation process;
 - An orientation process for new administrators;
 - A process to enhance administrative job satisfaction.
- 3. Monitor progress annually toward meeting the goal and make modifications based on these results.



- 1. Assess current diversity, academic preparation, and student services to establish baselines.
- 2. Establish and promote a profile of a well-qualified student.
- 3. Plan and implement:
 - A coordinated, University-wide marketing plan which targets diverse student populations;
 - A comprehensive strategy focused on recrruiting well-qualified students;
 - Mechanisms to foster retention and progress toward graduation;
 - Effective programs for promoting graduate education, career decision-making, and future employment;
 - Procedures for evaluating pre- and post-graduation student satisfaction levels.
- 4. Monitor progress annually toward meeting the goal and make modifications based on these results.



STRONG REASONS MAKE STRONG ACTIONS. — WILLIAM SHAKESPEARE

^{*}defined in Glossary