ADVANCE

Cultivating an Inclusive Culture for Faculty Retention

**Question Set #2: Current Informal Processes**

What are your unit’s *unwritten* rules for a successful annual review?

How do candidates learn about the unwritten rules in your unit?

How effective are your current processes for conveying unwritten rules?

Are there additional unwritten rules for faculty from underrepresented groups?

**For Discussion:**

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