

Recruitment and Retention Efforts for Under-represented Faculty and Staff

RECRUITMENT

In addition to recruiting and retaining a diverse student body, the University of Nevada, Reno is committed to the recruitment of members of underrepresented groups as faculty and staff members. The Human Resource Department guides the faculty search process with required and recommended activities that will lead to diverse candidate pools. Below are the current activities, planned actions and future opportunities.

Current Activities:

- Require diversity targeted advertising on every faculty search.
- HR website includes diversity advertising resources and Survey of Earned Doctorate data.
- HR provides training to chairs and search coordinators regarding the importance of diversity and effective mechanisms for advertising/outreach.
- Require diversity among search committee members.
- HR Recruitment Coordinators are available to meet with each search committee at the onset of the search to cover confidentiality, importance of diversity and assist in developing formal sourcing strategy.
- HR provides consultation with committees on ways to incorporate a diversity focus in the search process including job description, interview process, selection criteria, etc.
- HR reviews and approves candidates at each level of interview. When relevant, HR recruiters contact search chairs to encourage expansion of the candidates selected for interview to include additional diverse candidates.
- HR provides Interview Training which helps ground the process in job related attributes and make it subject to less inadvertent bias.

Projects currently being developed:

- Develop collateral materials that address Unconscious Bias/Assumption in the evaluation process.
- Enlist additional colleges to utilize HR consultation at the outset of a search.
- Prepare communication from President Glick to all search committees that indicates committee members share responsibility to recruit, attract and source a qualified pool which includes diverse candidates.
- Identify the concerns of underrepresented faculty job seekers and then educate search committee members how to proactively address these concerns.
- Enhance materials and resources that will help committees in recruiting, sourcing and attracting well qualified, diverse candidates.
- Engage campus diversity committees to further strengthen and support diversity recruitment.

Opportunities:

- Identify funding and a vendor to secure an unlimited contract on a diversity targeted website like www.hispanicoutlook.com or www.diverseeducation.com.
- Finds sources for additional funds for sourcing and advertising targeted to diverse groups.
- Each College/Division develop a diversity plan and activities that support an inclusive culture and climate.
- Develop a pool of employees who have track records for hiring underrepresented groups and/or education in affirmative action policies and procedures and are willing to serve on search committees.
- Hiring authority should meet with each committee and charge the committee with active recruitment of a diverse qualified pool.
- Debrief after the search, “What went right?”, “What can be done better?” in order to develop best practices within the institution.
- Encourage each college/department to develop their own diversity plans and then each job announcement includes proactive language to attract applicants in line with that plan.
- Develop a Recruitment Ambassador or JumpStart program.
- Ensure all hires are being aligned with a mentor to ensure faculty success and retention.
- Develop a campus wide program that recognizes best practice diversity efforts.

RETENTION

Dr. Michael Coray, Special Assistant to the President for Diversity (SAPD), has broad responsibility to develop and implement campus-wide diversity initiatives designed to address the recruitment and retention of faculty, staff, and students from under-represented groups. Prior to Fall 2002, two diversity committees of long-standing reported directly to the President.

- The Committee on the Status of Women (SW)
- University Disabilities Resource Coalition (UDRC)

In the last academic year, the CSW had a very productive year and worked on several issues in four subcommittees (Faculty, Student, Classified, Safety). Each subcommittee was led by a convener. The report from the Subcommittee on Faculty Issues indicates the committee continues to follow-up with the UNR administration to determine the status of their response to these recommendations to a survey of Women in Science and Engineering that had been conducted by the subcommittee a few years ago. In an effort to continue to assess the needs and concerns of women faculty, the subcommittee directed their efforts towards crafting a climate survey instrument that would be appropriate for distribution to all women faculty. The goal was not to craft one de novo but to instead modify climate survey instruments used by the University of Rhode Island, the University of Arizona and UCLA. While this effort was underway, the subcommittee became aware of a campus-wide climate survey that would soon be conducted for accreditation and submitted a series of questions to be included in that survey.

In Fall 2002, the President created three additional diversity related committees that have the same reporting structure. These constituent- or issue-based diversity committees include:

- Advocates and Allies for LGBTQ Issues (formerly AAGLBI)
- Multiethnic Coalition (MEC)
- Intercultural Council (formerly "Collaborative") (IC)

Simultaneously, the reporting line of the long-standing Work & Family Committee (now Taskforce) (WFT) was redirected to the President through the Special Assistant. The Special Assistant also convenes occasional meetings of the Diversity Dialogues Group--students, faculty and staff volunteers who strive to provide opportunities for the university community to discuss significant and timely issues related to diversity.

Each of the diversity related committees welcomes and encourages participation from all segments of the university community--students, staff and faculty. The sole criterion for participation or membership on the diversity committees is support for, or interest in, the purpose of the respective committee, and recruitment for the committees is ongoing.

In addition to the campus-wide committees mentioned above, the university strategic plan has identified diversity related initiatives to be continued or developed by the university's Vice Presidents, Deans and Directors at the division and unit levels.

The Special Assistant to the President for Diversity (SAPD) conducts an annual review of diversity goal attainment in the employment of faculty and makes this information available to the campus through posting on the University's website. This annual review of faculty demography assesses the composition of the academic and administrative faculties along several dimensions and provides several summary tables of information.

The Provost recently summarized certain information from the Fall 2006 report (see tables on next page) and distributed it to university leadership as a way of focusing their attention on the issue of recruitment and retention of diverse faculty and reporting progress. This summarization shows that most of the university's faculty of color (58%) have been appointed to their positions in the last six years, and in that time, more than 22% of the appointments have been to candidates of color. These figures show that the university has been generally more successful at recruiting diverse faculty in recent years. The Academic Leadership Council will continue to monitor the statistics and to explore ways of recruiting and retaining faculty from under-represented groups.