

# **Recruitment and Retention of Underrepresented Faculty and Staff**



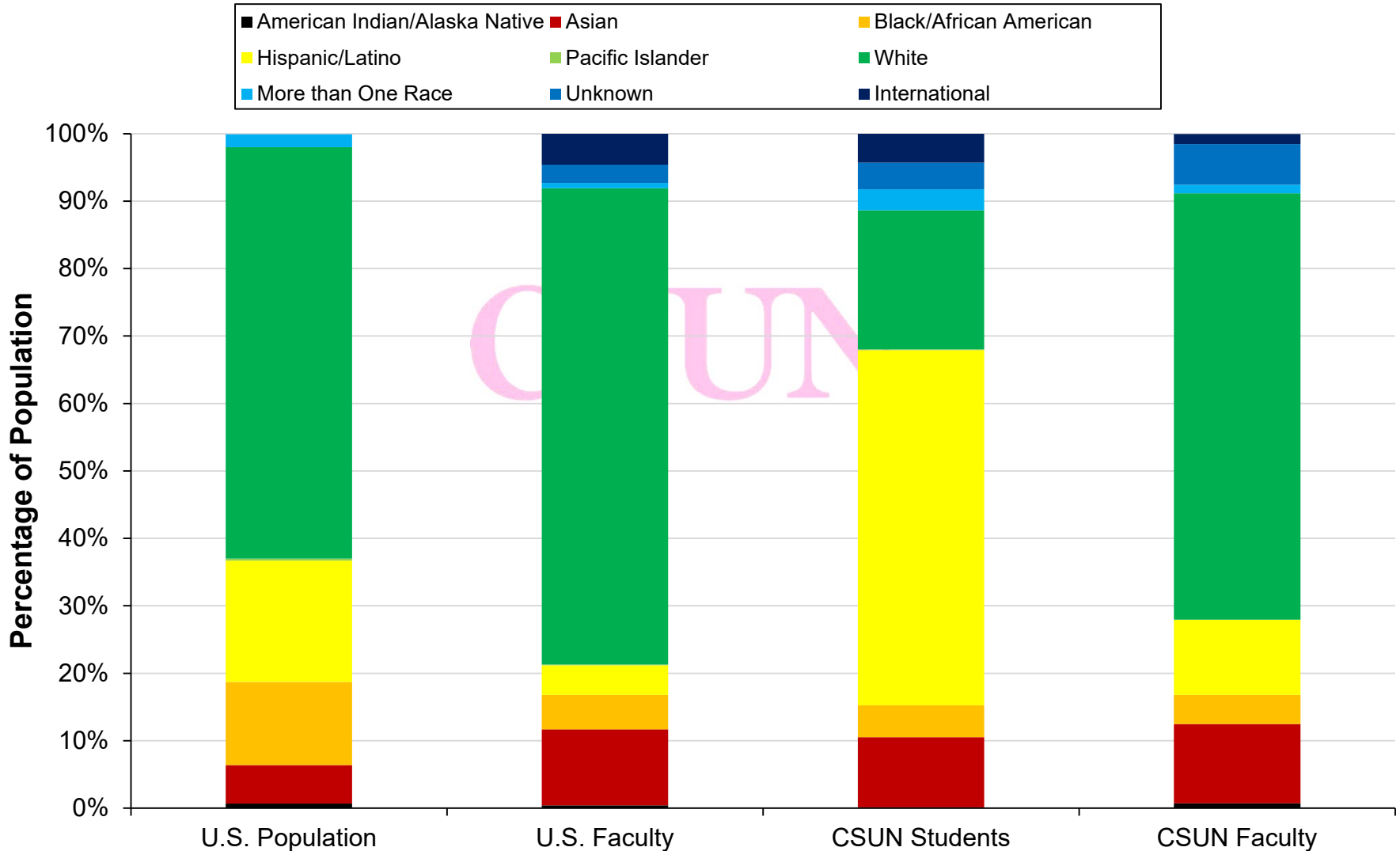
## **Chairs and Deans Retreat**

*Monday, August 19, 2019*

# **National and CSUN Contexts**

# National and CSUN Contexts

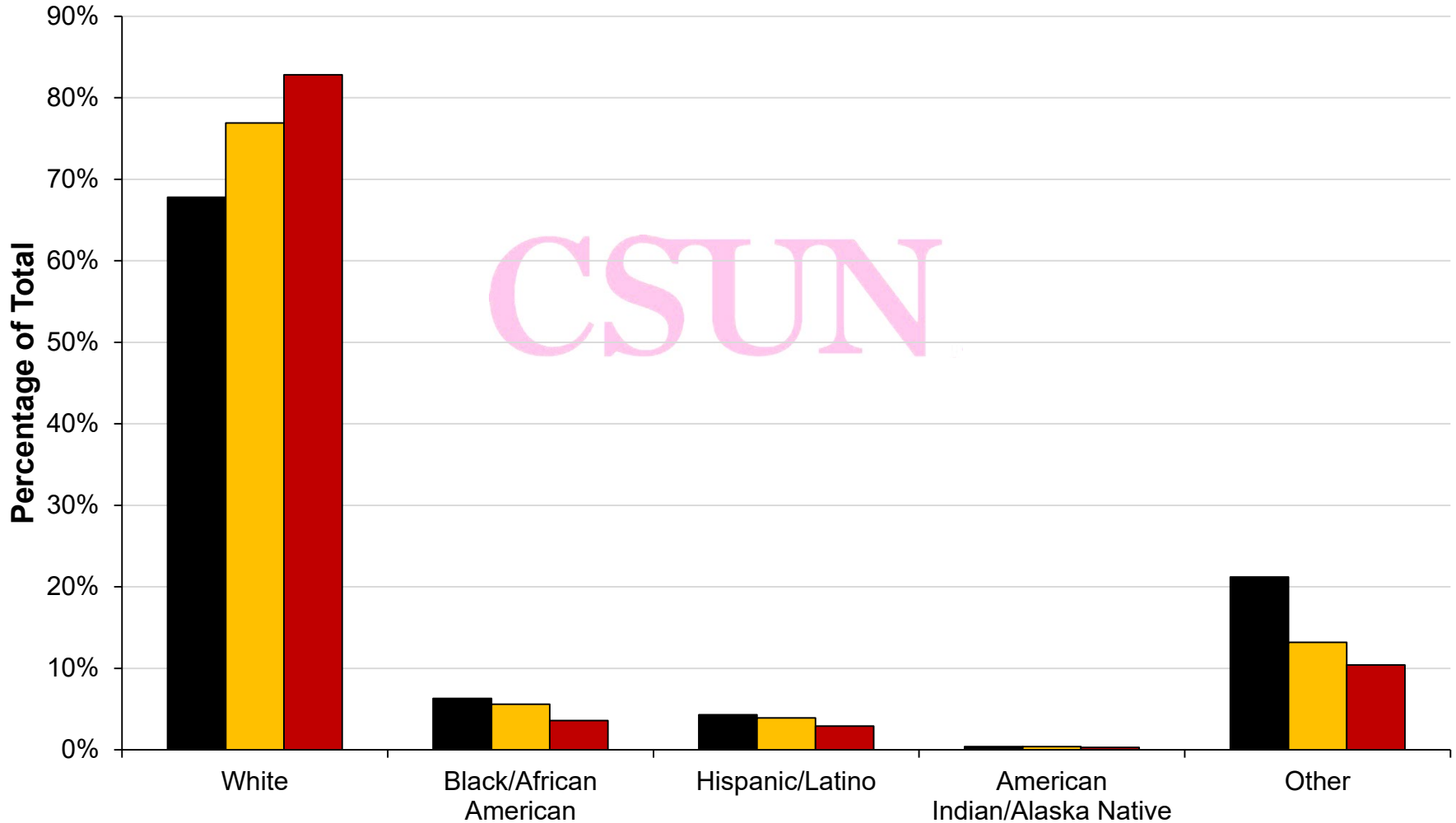
## Race and Ethnicity Comparisons



# National and CSUN Contexts

## United States Tenure Track Faculty

■ Assistant Professor   ■ Associate Professor   ■ Full Professor

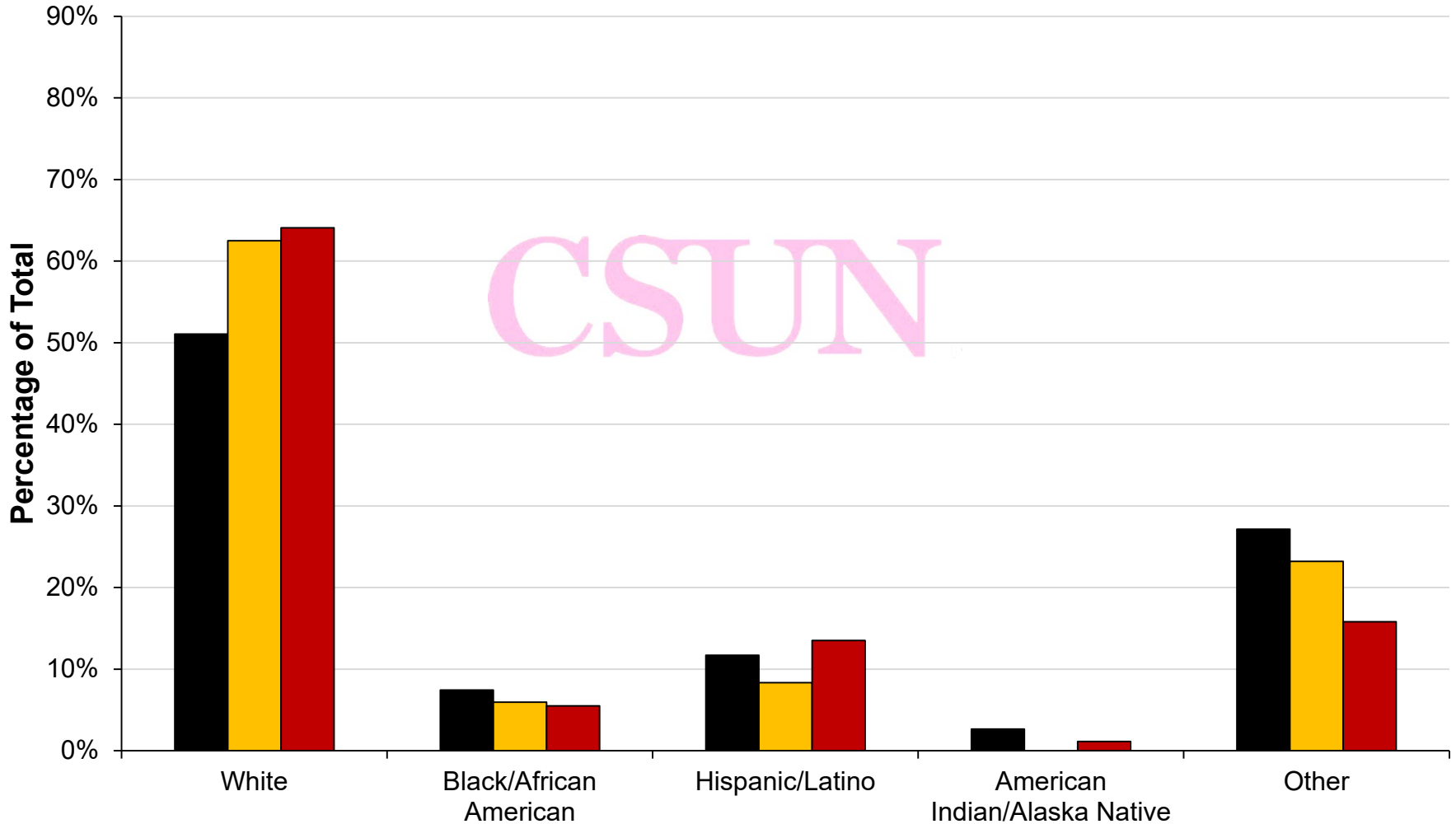




# National and CSUN Contexts

## CSUN Tenure Track Faculty - 2018-2019

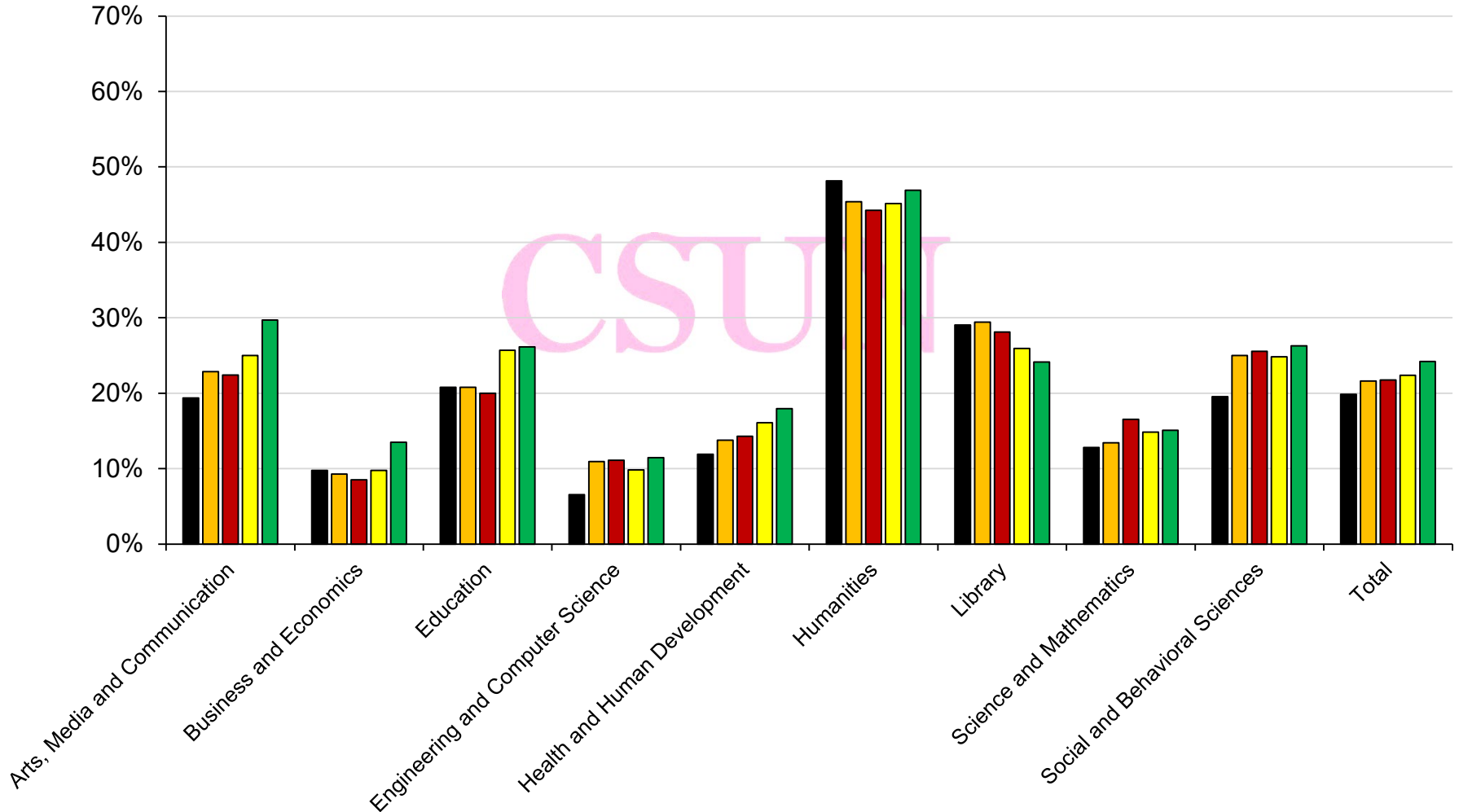
■ Assistant Professor   ■ Associate Professor   ■ Full Professor



# National and CSUN Contexts

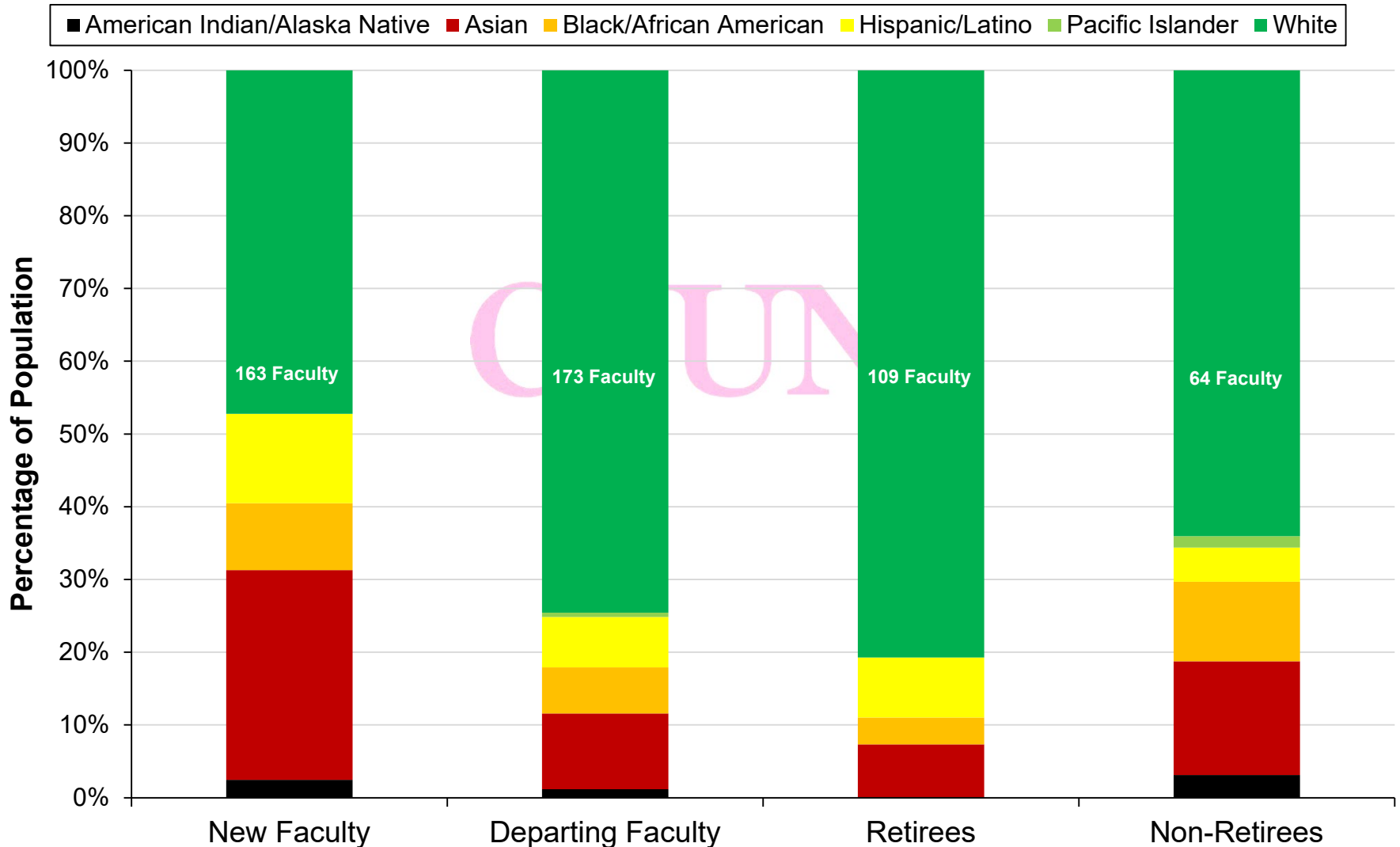
## CSUN Percentage of Underrepresented Minority Tenure Track Faculty

■ 2014-2015 ■ 2015-2016 ■ 2016-2017 ■ 2017-2018 ■ 2018-2019



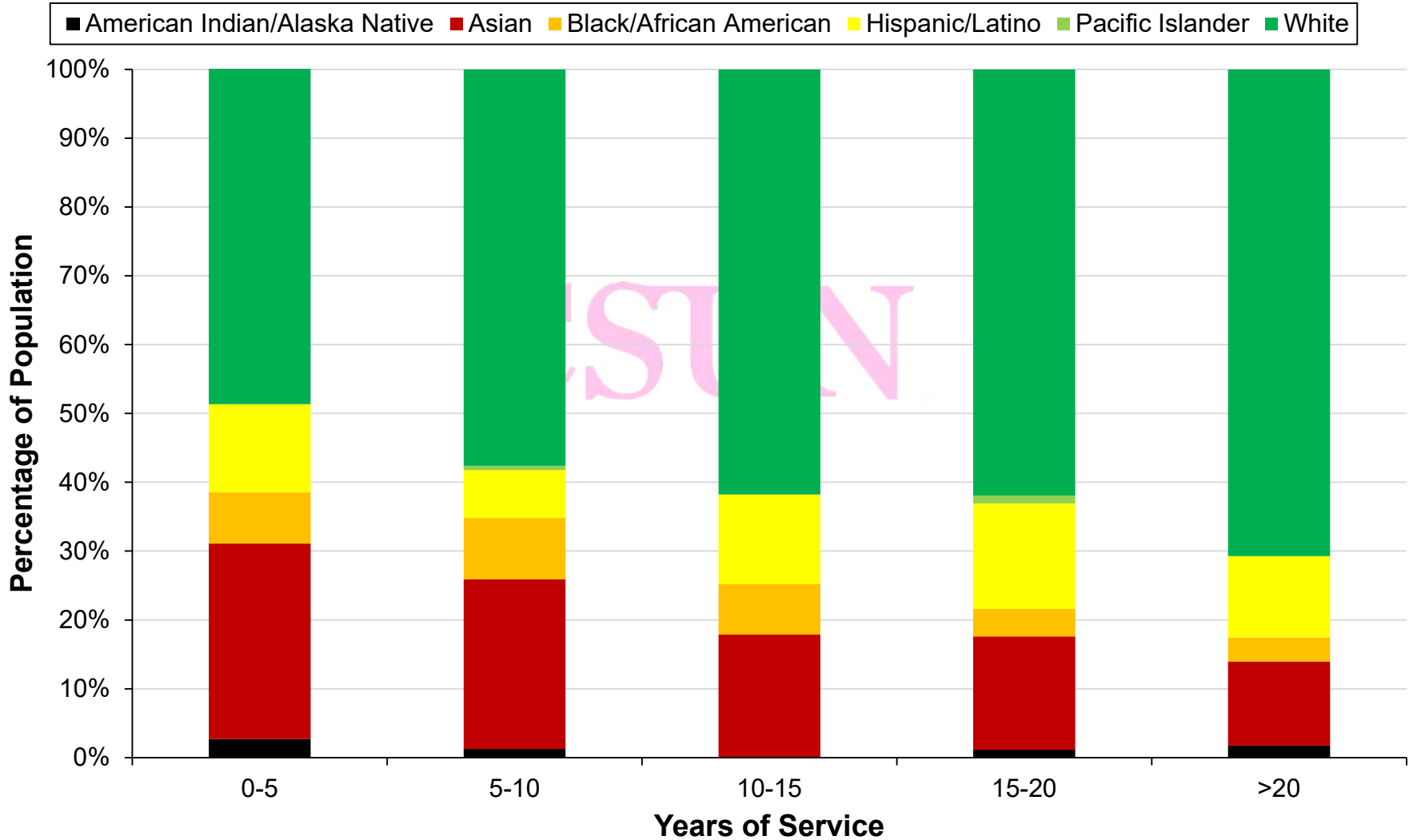
# National and CSUN Contexts

## CSUN New and Departing Tenure Track Faculty - 2014-2018



# National and CSUN Contexts

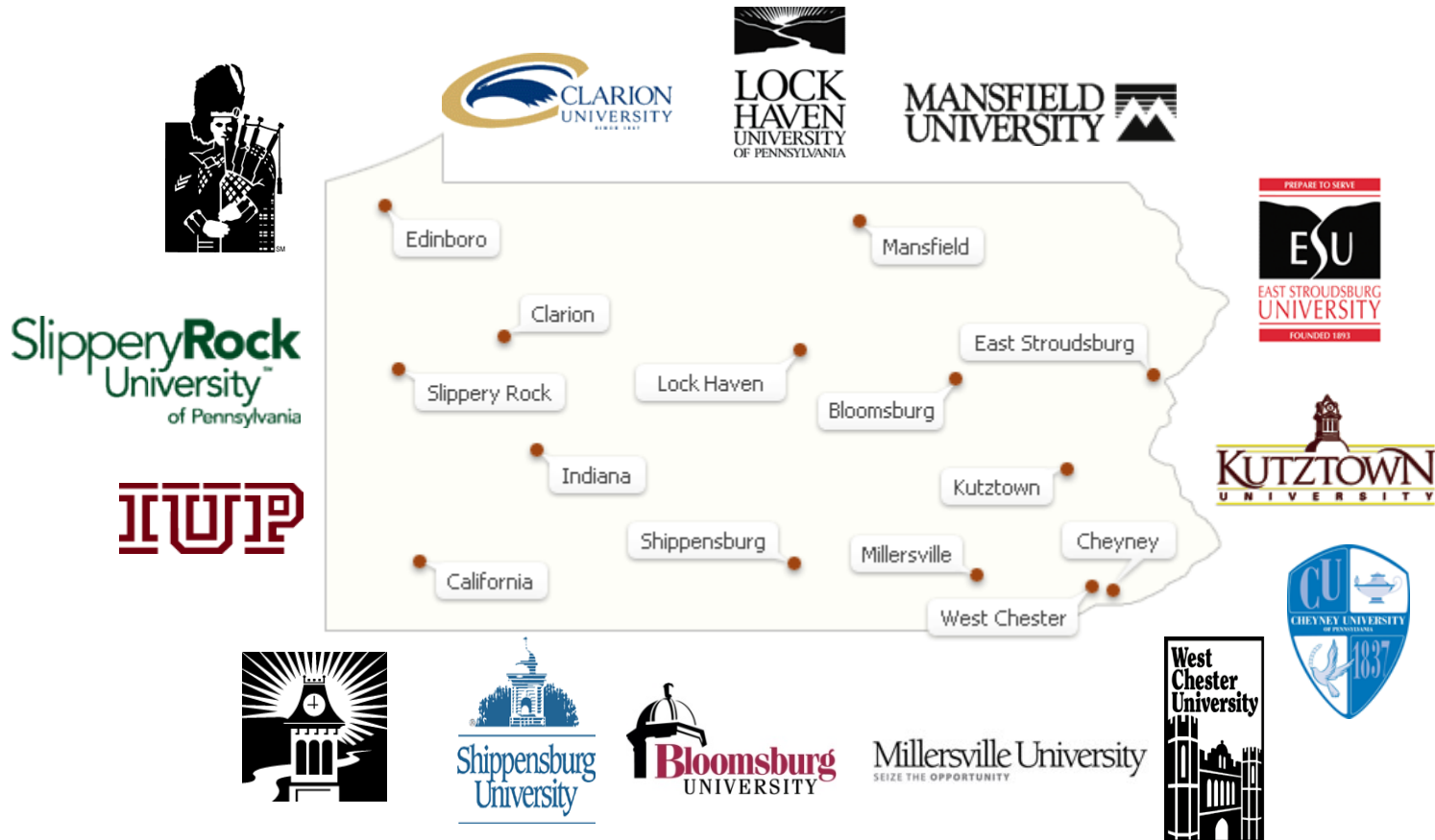
## CSUN Tenure Track Faculty by Years of Service



**Moving Forward**

# Moving Forward

**Bloomsburg University is one of 14 institutions in the Pennsylvania State System of Higher Education.**



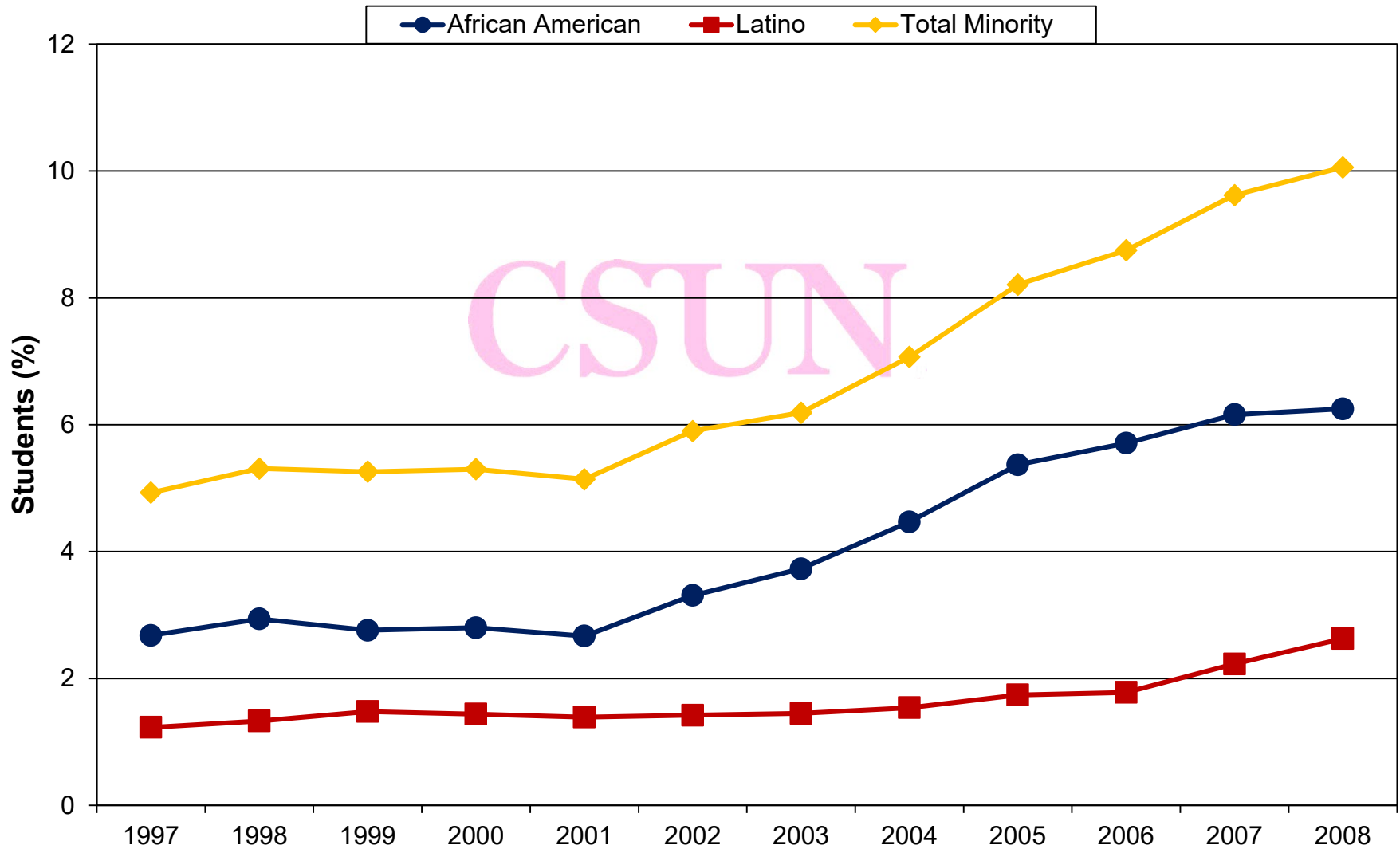
# Moving Forward

## Accountability Measures:

Five of the 17 quantitative measures focus on diversity among students and employees:

- **Minority Enrollment**  
*(by ethnicity)*
- **Graduation Rates**  
*(4- and 6-year, overall and by ethnicity)*
- **Entering Class Diversity**  
*(by ethnicity)*
- **Employee Diversity**  
*(by gender and ethnicity)*
- **Second Year Persistence**  
*(overall and by ethnicity)*

# Moving Forward





# **Diversity Initiatives**

# Diversity Initiatives

- **President's Conversation on Diversity:**
  - One conference each semester.
  - 90-100 faculty and staff in attendance.
  - Presentations by recognized scholars.
  - Half-day workshop sessions.



# Diversity Initiatives

- **Debunking the myths in search committee orientation sessions:**
  - Elite private institutions that can afford to pay higher than average salaries are getting all the under-represented faculty candidates.
  - Underrepresented faculty are not interested in us because of our geographic location.
  - No amount of focused effort will make a difference in attracting underrepresented minority faculty candidates to the campus.

# Diversity Initiatives

- **Minority Doctoral Degree Candidate Program:**
  - Encourages academic departments to form relationships with institutions having large numbers of underrepresented doctoral graduates.
  - Up to \$10,000 made available to academic departments.
  - Proposals submitted through the deans.

# Diversity Initiatives

- **Frederick Douglass Scholars Program:**

<https://intranet.bloomu.edu/douglass-scholars>

- Recruitment of underrepresented doctoral degree candidates for temporary teaching positions.
- Academic year and summer appointments available.
- Affiliation with the Frederick Douglass Living and Learning Community.
- Living accommodations on campus.

# Diversity Initiatives

- **Minority Faculty Recruitment Fairs:**
  - The Southern Regional Education Board Institute on Teaching and Mentoring.
  - The Annual National Black Graduate Student Association Conference.
  - The Annual National Conference on Race and Ethnicity in American Higher Education.
  - Holmes Partnership Annual Conference.

# Diversity Initiatives

- **Analysis of Faculty Advertisements:**
  - Benchmarking against other comparable institutions outside Pennsylvania.
  - Evaluating the appropriateness of disciplinary and other requirements.
  - Examining the need for certain common application materials.

# Diversity Initiatives

- **New Faculty Orientation Program:**
  - The emphasis of orientation is forming bonds between new and experienced faculty and between faculty and the institution.
  - Each new faculty member is assigned a faculty mentor.
  - The overall orientation process includes institutional and college-specific programs.



# Diversity Initiatives

- **Faculty Promotion Workshop:**
  - Joint presentation of faculty who attained promotion to the full professor level in the previous year.
  - Presentation emphasizes strategies for construction of a promotion portfolio that “makes the case.”
  - Participation dominated by female and minority faculty.

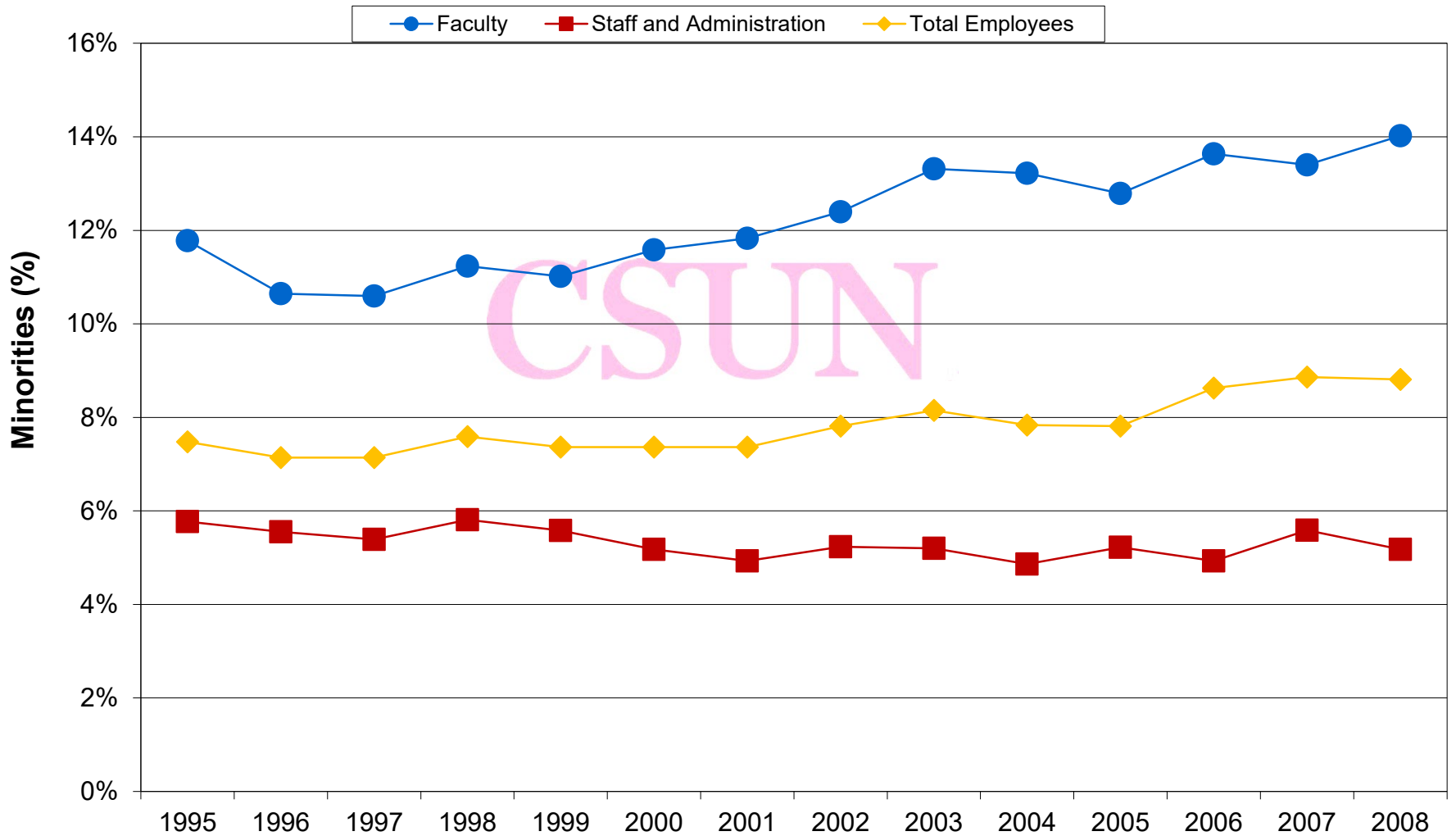
# Diversity Initiatives

- **Faculty and Staff Internship Program:**
  - Opportunity for faculty and staff to learn more about administration.
  - One faculty and one staff internship are offered during the academic year.
  - Length of internship is one semester on a part-time or a full-time basis.
  - Applicants selected are released from current duties for the duration of the internship.

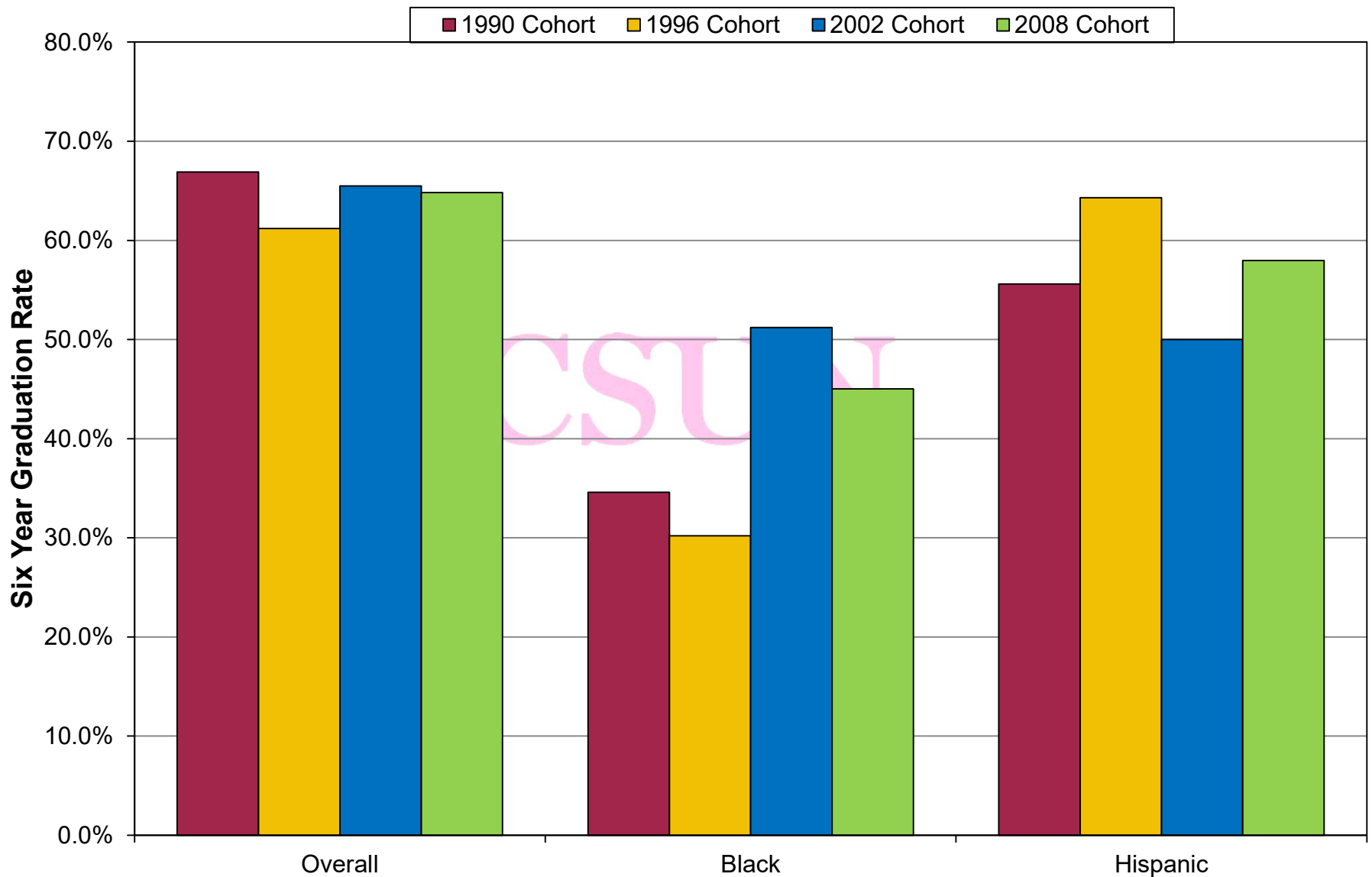
# **Impact of Diversity Initiatives**

CSUN

# Impact of Diversity Initiatives



# Impact of Diversity Initiatives



# **CSU System-wide Resources**

# CSU System-wide Resources

- 2018 Forum on Best Practices for Faculty Diversity
- Faculty Recruitment and Retention Survey
- Chancellor's Doctoral Incentive Program
- Legislative Reports
- Advancing Faculty Diversity Program
- Additional Resources

# **CSUN Diversity Initiatives**



# CSUN Diversity Initiatives

- Commission on Diversity & Inclusion
- Aspire/IChange STEM Faculty Diversity Program
- National Conference Attendance (NCORE & SREB)
- Strategic Group Ad Placements
- Streamlining Search & Screen process