

Retention of Underrepresented Faculty and Staff



Presented by Maria Luz Fernandez, PhD
(Diversity Committee Chair)
to the University Senate



March 2, 2015

Senate Diversity Committee



- ☞ The Committee was created on **November 10, 2008**
- ☞ **Charge:** This committee shall review University policies, practices, and conditions relevant to supporting and promoting diversity among **students, faculty, and staff**. This committee may recommend any desirable expressions of Senate opinion on these matters, and it shall make an annual report at the April meeting of the Senate

UConn Efforts for Diversity



Why are we still having so many problems in the retention of diverse faculty and staff ?

Underrepresented Students at UConn

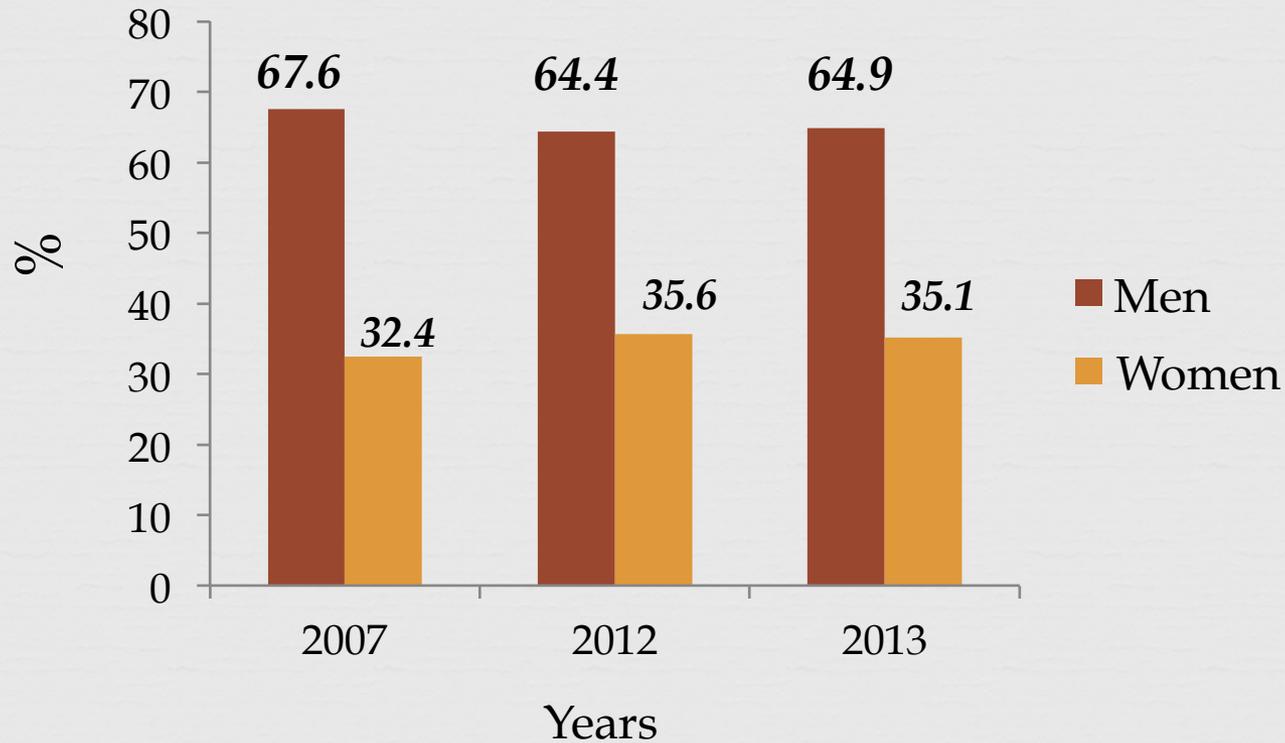
- ⌘ Highly successful Undergraduate recruitment
- ⌘ High rates of retention (82% for 2013)
- ⌘ What are we doing right with students?



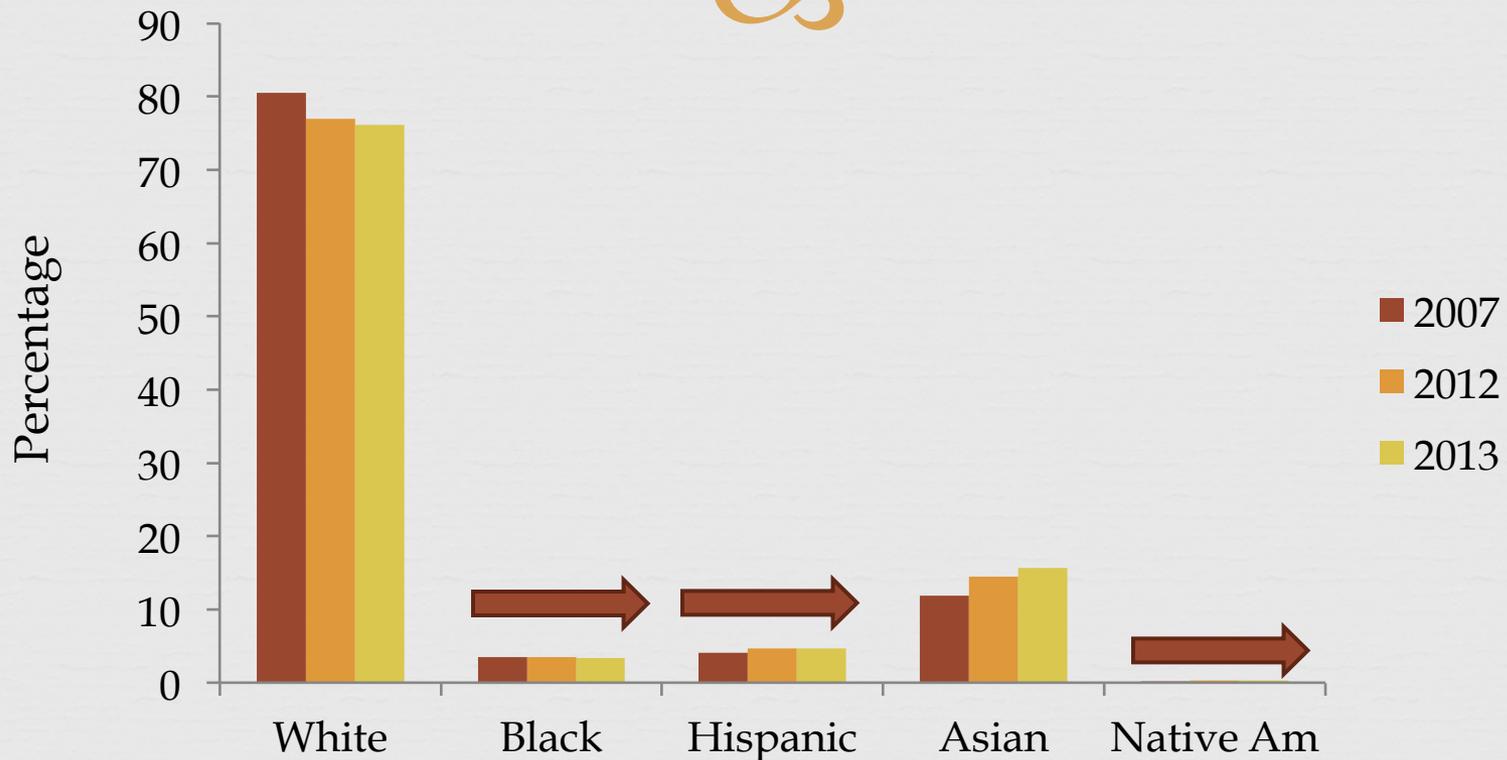


UConn: What the numbers tell us about faculty and staff

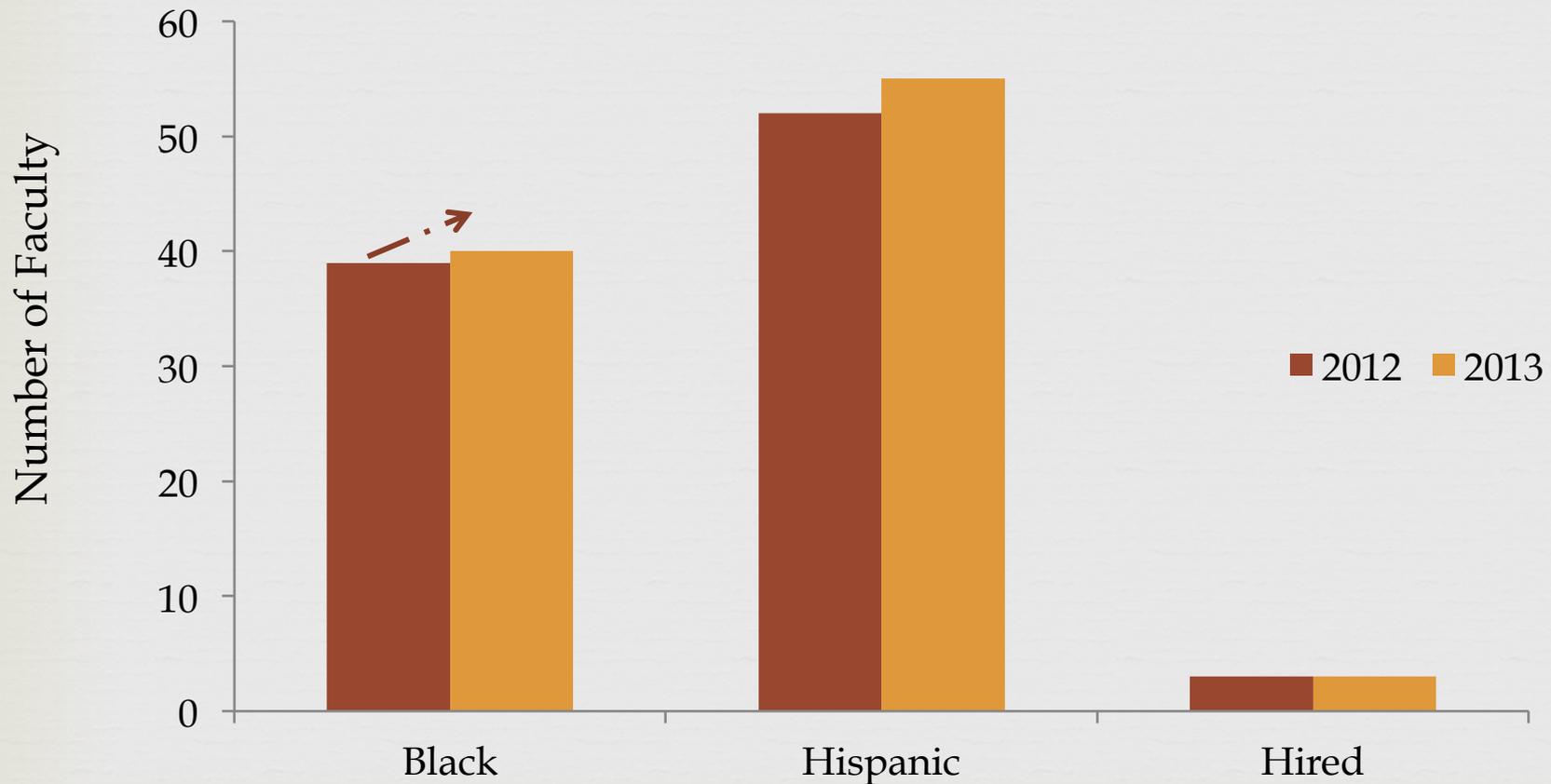
Faculty: Gender



Faculty: Diversity

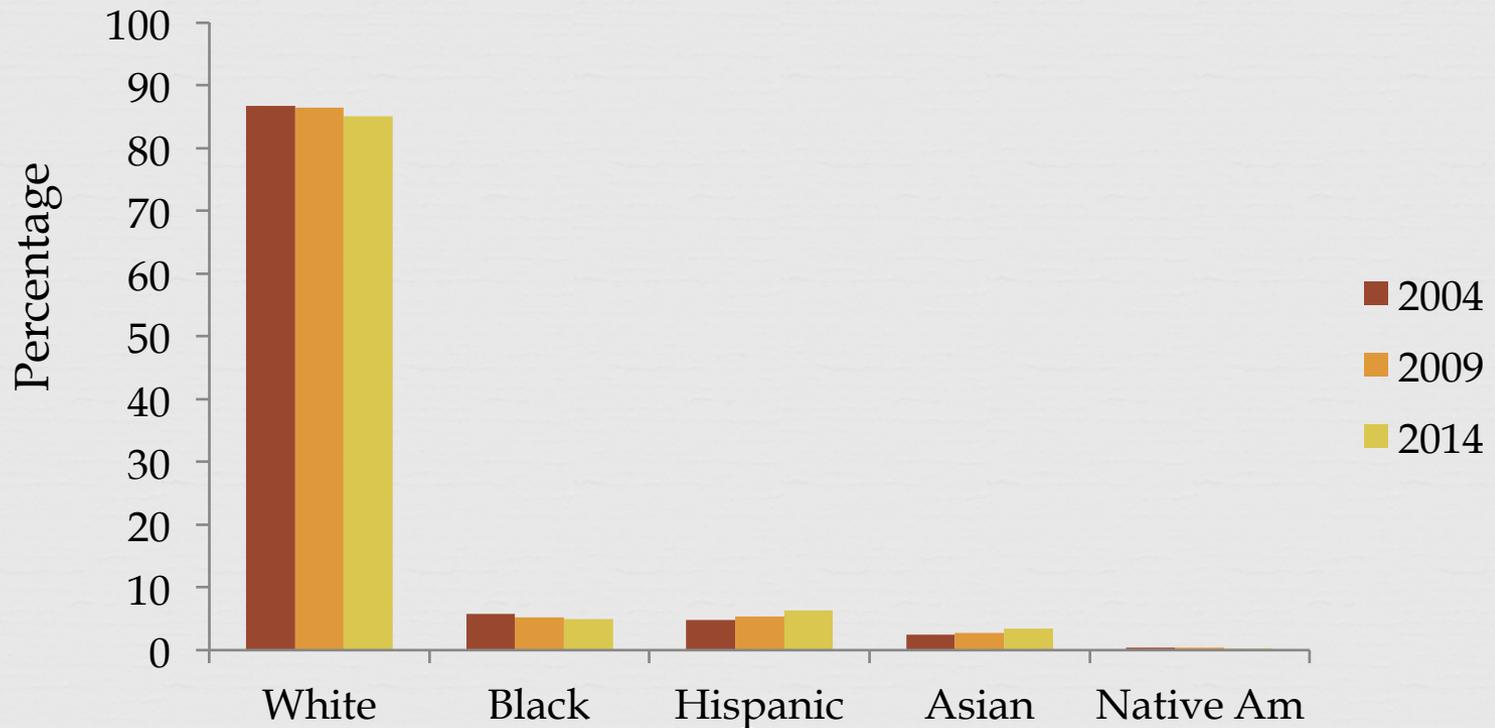


Faculty: Under-represented



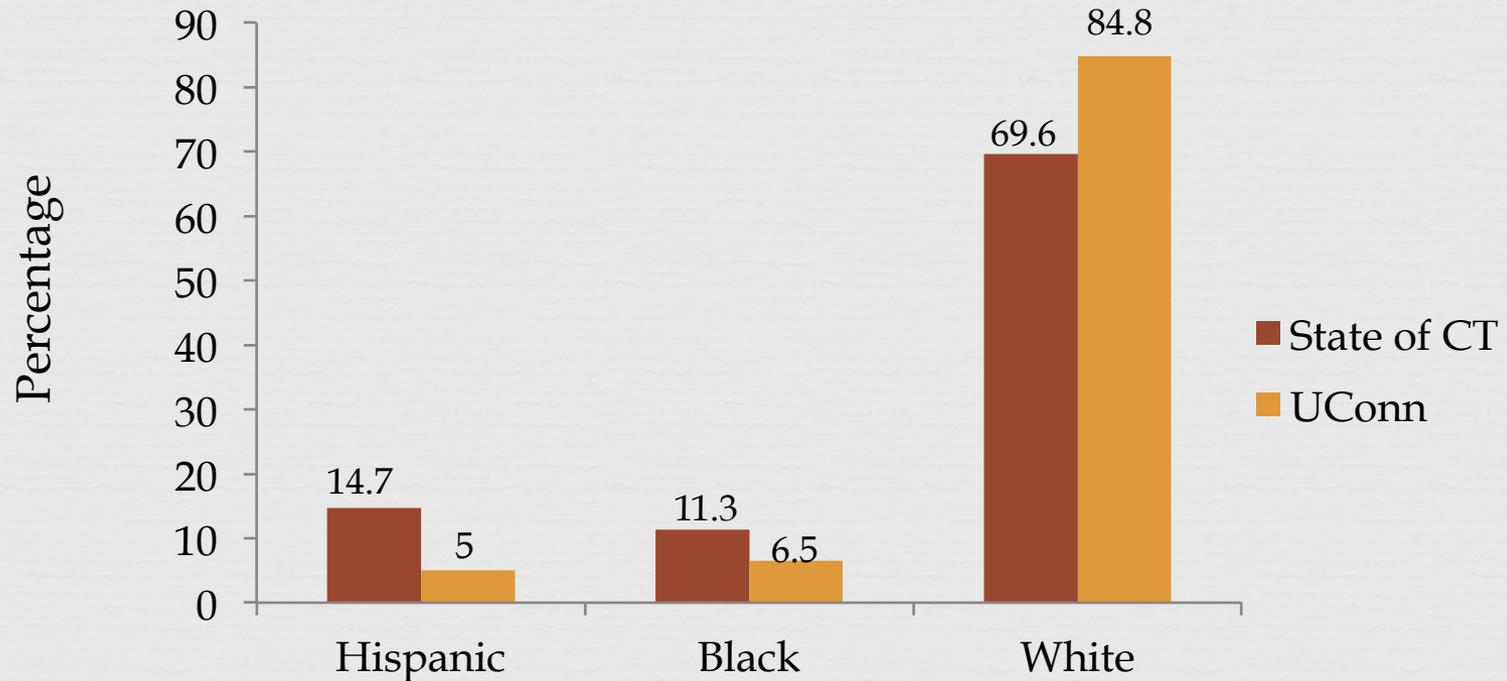
Adapted from the ODE web site

Staff: Diversity



Adapted from the ODE web site

Staff: Comparisons with the State of Connecticut



Adapted from the ODE web site



Retention Strategies



Numerous Initiatives



- ❧ President's Office
- ❧ Office of Diversity and Equity (ODE)
- ❧ Provost Office
- ❧ Human Resources
- ❧ Women's Center
- ❧ Deans
- ❧ Various Committees

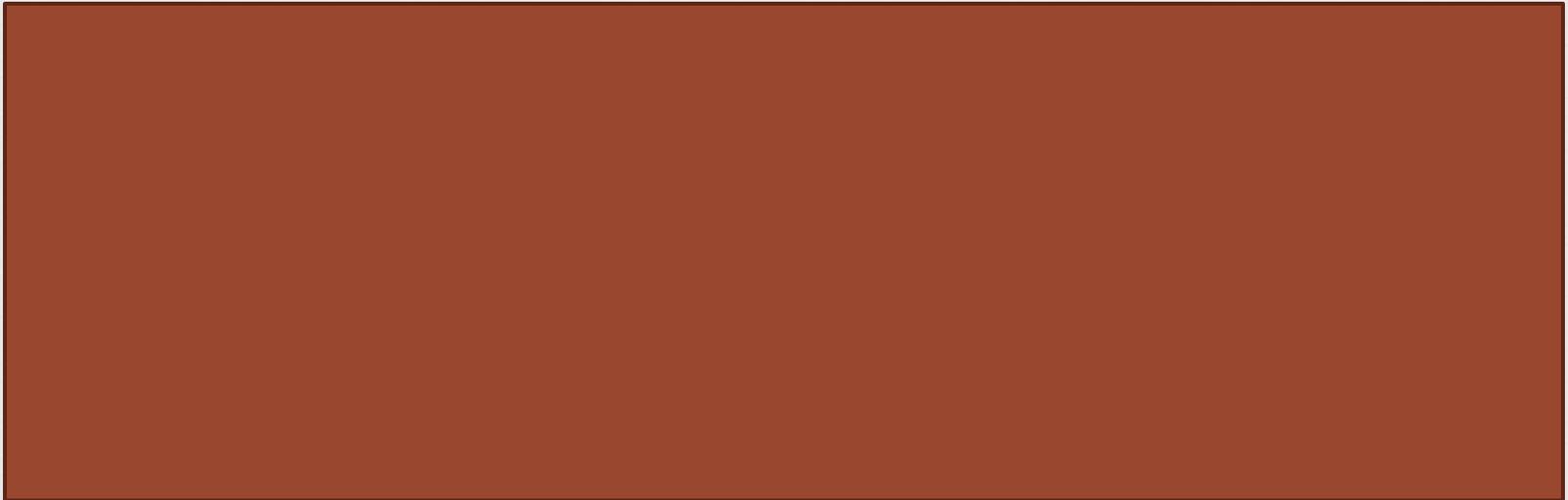


What can we do?

Proposed Initiatives



- ☞ **Central Diversity Office with a main focus on initiatives for the recruitment and retention of diverse faculty and staff**



Diversity Office



∞ Different from **ODE**

Regulatory, focus on compliance

Gathering of diversity data

∞ Proposed **Diversity Office**

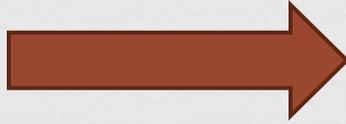
Dedicated to the recruitment and retention of minority faculty and staff

In charge of Implementing strategies to retain diverse faculty and staff

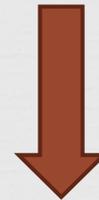
Diversity Office



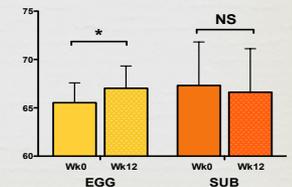
- ∞ **Composition**: Office should have in addition to a Diversity Officer, **active participation** of faculty and staff
- ∞ “Diversity Caucus”
- ∞ *Ideas* come from this office



Implementation



Results



Measurable Outcomes

Presentation of results in a National/International meeting

PhD dissertation/MS Thesis

Publications



Implementation



Support from
the upper
Administration



Results

Measurable Outcomes



*Show in our numbers that
we have increased
retention*

Increased retention rates

Proposed Initiatives



- ❧ Central Diversity Office with a main focus on initiatives for the recruitment and retention of diverse faculty and staff
- ❧ **Institutionalize a Mentoring Program to support underrepresented faculty and staff through the various stages of their career at UConn**



Mentoring Program



Someone who teaches or gives **help** and **advice** to a less experienced and often but not necessarily a younger person

Mentoring



- ☞ Mentoring beyond Academic Success
- ☞ Social and Personal Components
- ☞ Resource for Individuals

Example:

HEMBRA Program

Mentoring Program



For Faculty:

- ❧ Adapt to the new environment
- ❧ Navigate the tenure process
- ❧ Promotion to full Professor
- ❧ Leadership and Community Service

For Staff

- ❧ Training in the work place
- ❧ Support for Promotion
- ❧ Leadership and Community Service

Proposed Initiatives



- ❧ Central Diversity Office with a main focus on initiatives for the recruitment and retention of diverse faculty and staff
- ❧ Institutionalize a Mentoring Program to support under-represented faculty and staff through the various stages of their career at UConn
- ❧ **Promote diversity among students, faculty and staff by giving excellence in diversity awards on a yearly basis to show that *Diversity matters at UConn***

National Award for Diversity



Higher Education Excellence in Diversity (HEED)



Outstanding Commitment for Diversity and Inclusion

Targeted awards

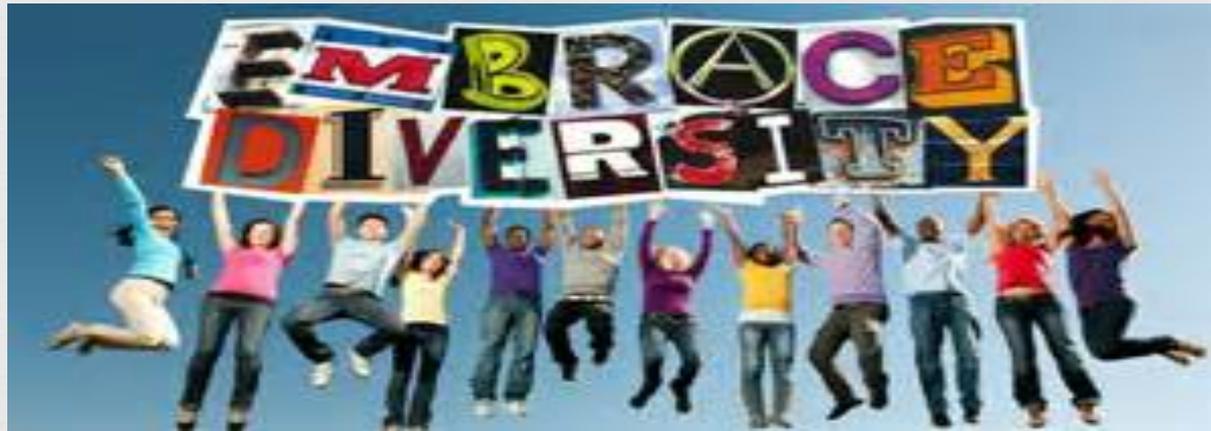


- ☞ Individuals who have gone above and beyond to promote inclusion, equity and social justice
- ☞ Students (Graduate and Undergraduate)
- ☞ Faculty
- ☞ Staff

Concluding thoughts



Retention of Diversity faculty and staff should not be a topic of discussion but rather a goal that should be actively pursued



Questions?

Comments?