

# 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

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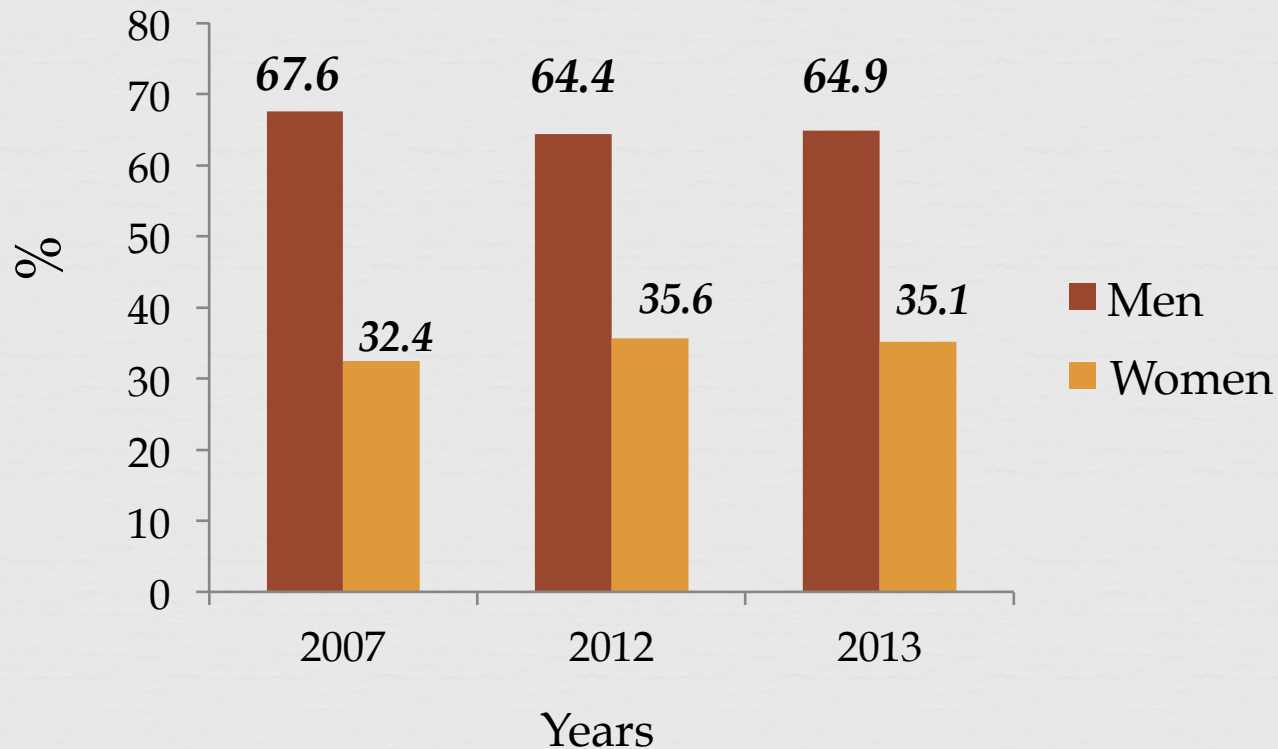
- ⌘ Highly successful Undergraduate recruitment
- ⌘ High rates of retention (82% for 2013)
- ⌘ What are we doing right with students?





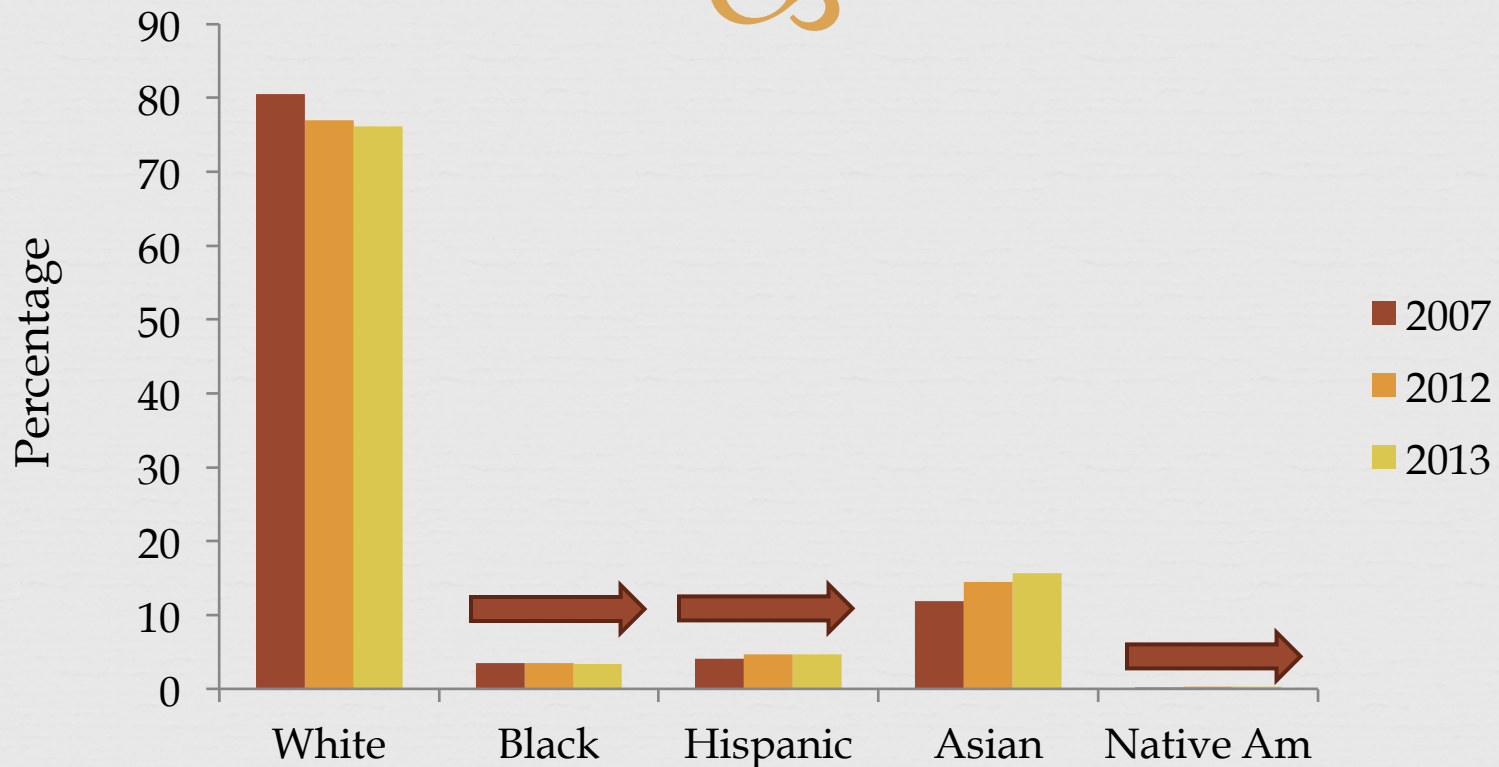
# UConn: What the numbers tell us about faculty and staff

# Faculty: Gender

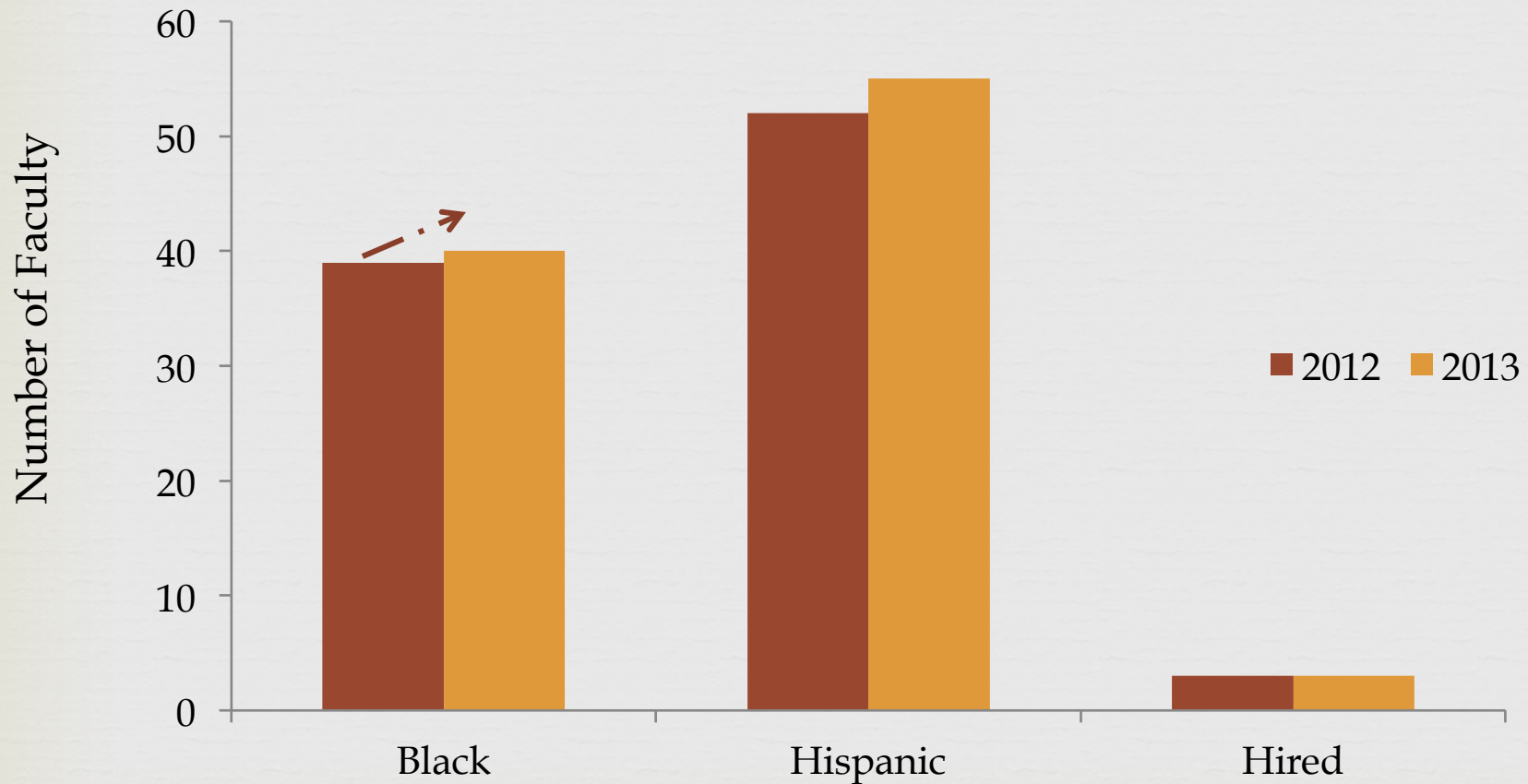


Adapted from the ODE web site

# Faculty: Diversity



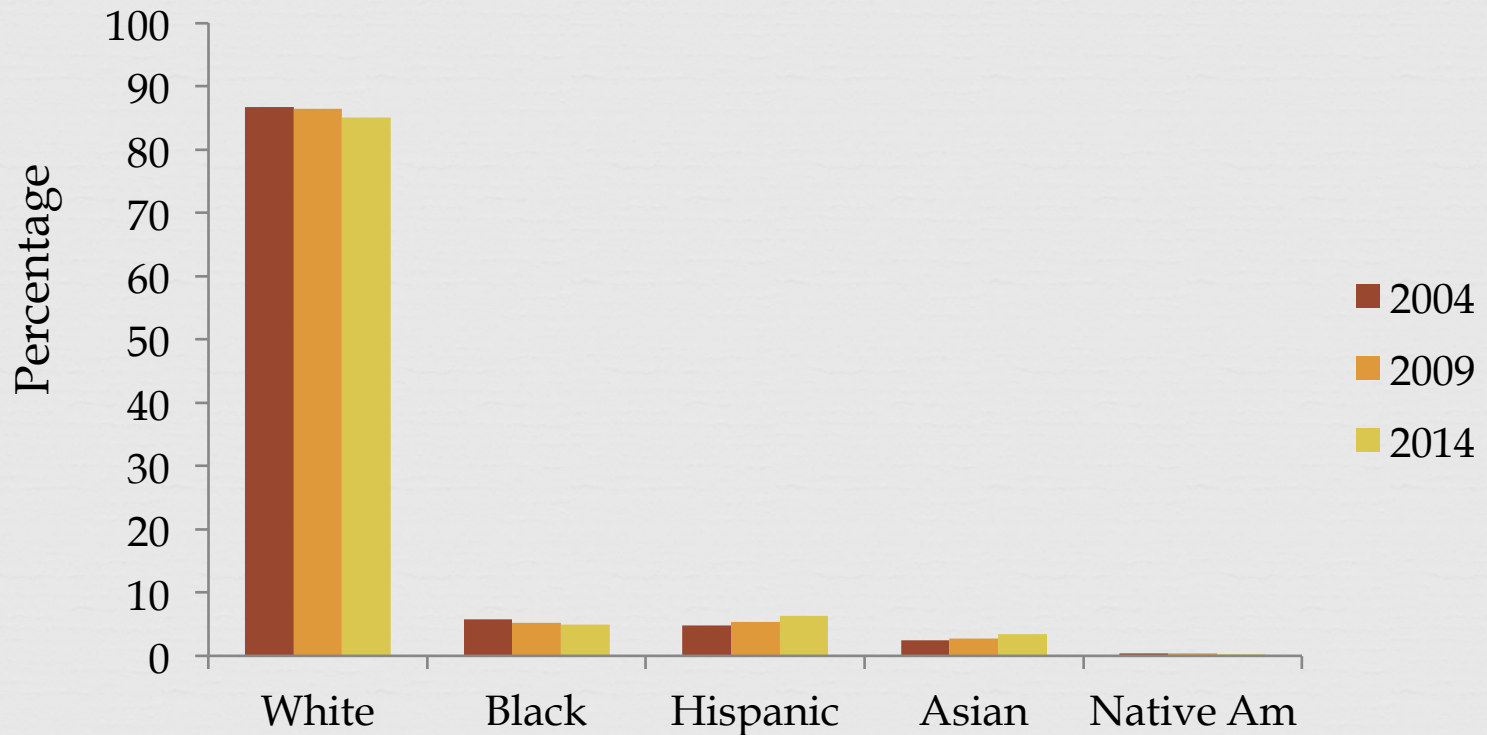
# Faculty: Under-represented



Adapted from the ODE web site

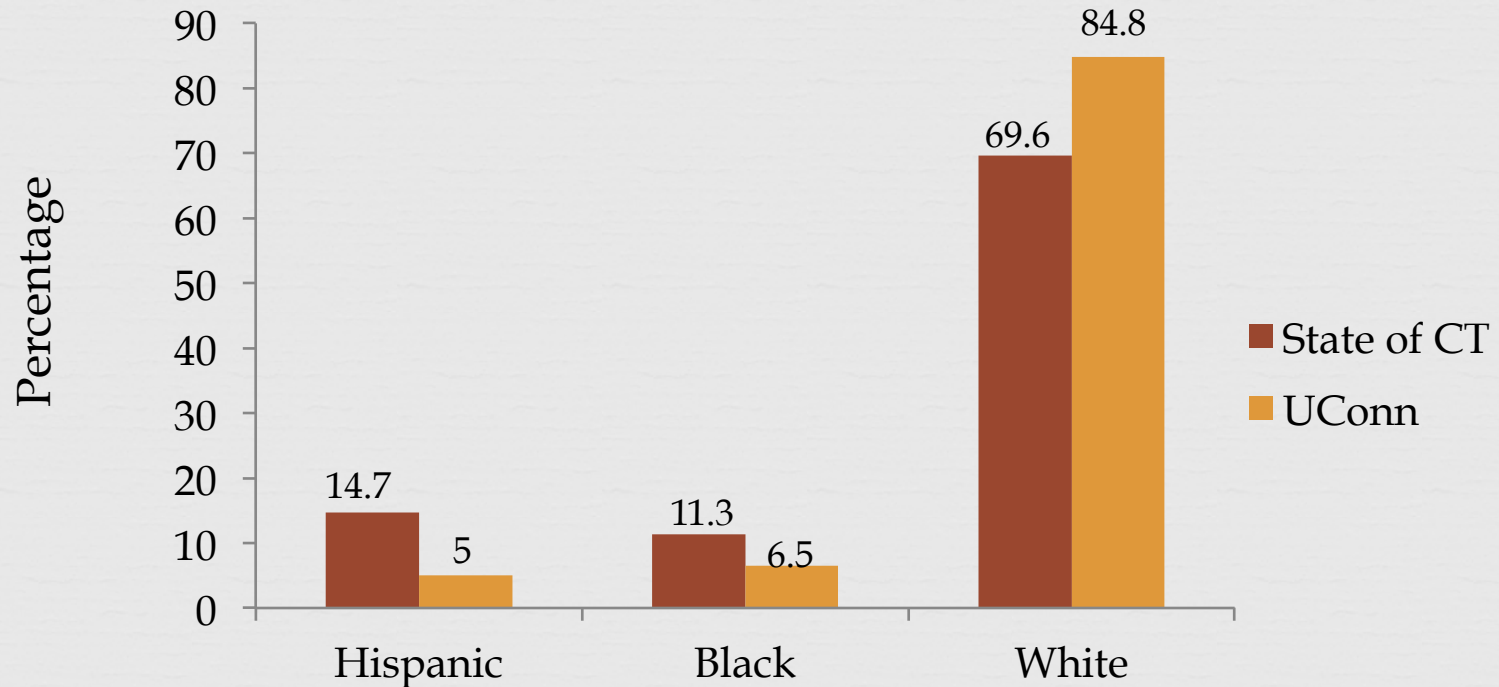


# Staff: Diversity



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



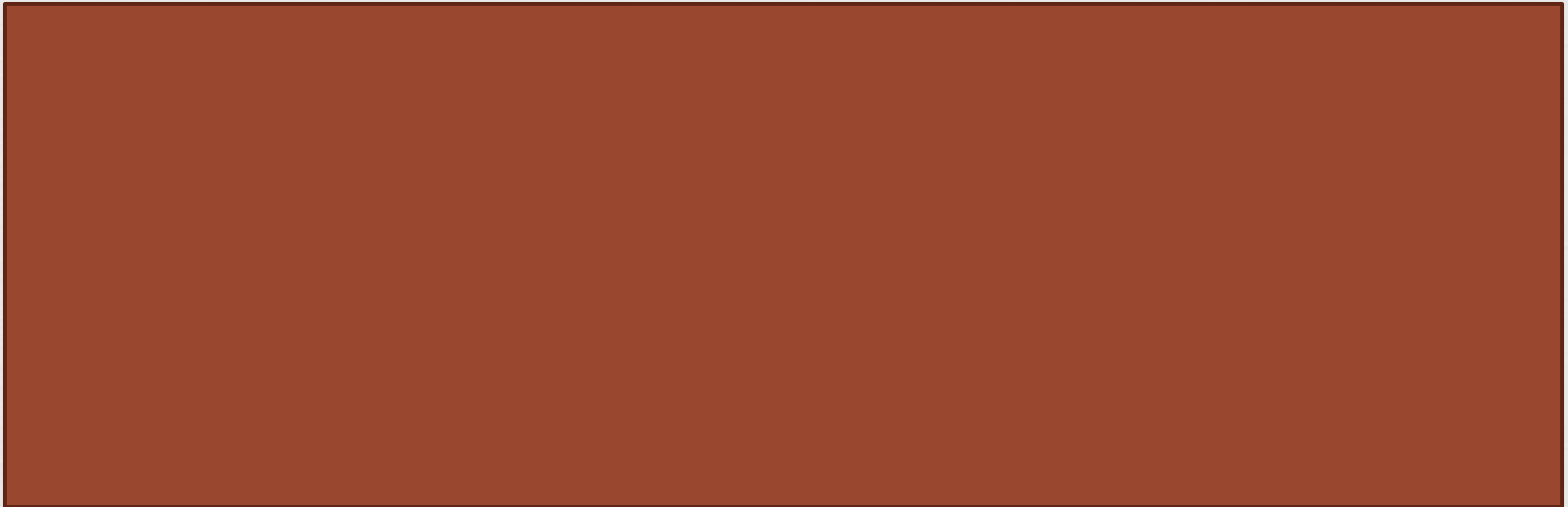


What can we do?

# Proposed Initiatives



- œ **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

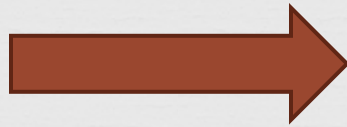
In charge of Implementing strategies to retain diverse faculty and staff

# Diversity Office

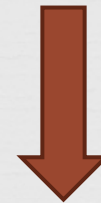


- ❧ **Composition**: Office should have in addition to a Diversity Officer, **active participation** of faculty and staff
- ❧ “Diversity Caucus”
- ❧ *Ideas* come from this office

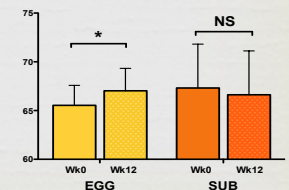
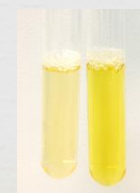




**Implementation**



**Results**



**Measurable Outcomes**

*Presentation of results in  
a National/International  
meeting*

*PhD dissertation/MS  
Thesis*

*Publications*

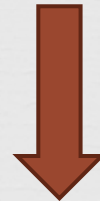




**Implementation**



Support from  
the upper  
Administration



**Results**



**Measurable Outcomes**

*Show in our numbers that  
we have increased  
retention*

*Increased retention rates*

# Numerous ideas



- ❧ *Ambassador Programs*
- ❧ *Spousal Hires*
- ❧ *Teaching support*
- ❧ *Collaborative grants program*
- ❧ *Travel awards to enhance research*
- ❧ *Training workshops*
- ❧ *Invited Speakers*
- ❧ *Exit Interviews*
- ❧ *Celebration of Diversity*

# 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?