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

Adapted from the ODE web site
Faculty: Diversity

Adapted from the ODE web site
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
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
Presentation of results in a National/International meeting

PhD dissertation/MS Thesis

Publications

Results

Measurable Outcomes

Implementation
Show in our numbers that we have increased retention.
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 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

中央的多样性办公室，专注于促进多样化师资和员工的招聘和保留的倡议

建立一个指导计划，支持UConn内代表性不足的教职员工和员工的职业发展

推广多样性，通过颁发多样性卓越奖，每年一次，以表明多样性在UConn的重要性

Propose 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?