

# MULTICULTURAL RECRUITMENT AND RETENTION: STRATEGIES FOR DIVERSIFYING YOUR FACULTY

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# SPECTRUM OF RECRUITMENT AND RETENTION

- Talent Development
- National Recruitment
- Hiring Candidates
- Retention of Faculty
- Earning Tenure

# STRATEGIES FOR SUCCESS

- ◉ Assets
- ◉ Search Committee
- ◉ Job Announcement
- ◉ Diversity
- ◉ Campus Visit
- ◉ Retention Plan
- ◉ Outcomes
- ◉ Challenges



# HIGHLIGHT YOUR ASSETS

- ◉ Climate
- ◉ Mountains
- ◉ Downtown
- ◉ Cultural Center
- ◉ Sports
- ◉ Quality of Life
- ◉ Diversity



# SEARCH COMMITTEE

- Set time line
  - Organize committee
  - Position description
  - Post position
  - Evaluate curriculum vitas
  - Prepare phone interviews
  - Prepare campus visit
  - Extend the offer
  - Transition and welcome new hire

# RECRUITING CANDIDATES

- ◉ Chronicle of Higher Education
- ◉ Specialized Journals
- ◉ National Conferences
- ◉ Professional Contacts
- ◉ Personal Contacts



# RECRUITING CANDIDATES

- ◉ Hispanic Outlook
- ◉ Black Issues (Diverse Issues in higher education)
- ◉ American Indian organizations
- ◉ Asian American organizations

# CAMPUS VISIT

- ⊙ Pick up by staff/faculty
- ⊙ Hotel downtown
- ⊙ Contact with students and faculty and administration
- ⊙ Contact with faculty of color
- ⊙ Evidence of diversity
- ⊙ Hospitality
- ⊙ University presence in the community



# DIVERSITY

- Seventeen percent of the student body
- Twelve percent of the Faculty
- Statewide
  - 800,000 Latinos
  - 162,000 African Americans
  - 105,000 Asian Americans
  - 38,000 American Indians



# DIVERSITY

- ◉ CME
- ◉ Spirituals Project
- ◉ Community-Based Research Project
- ◉ Center for African American Policy
- ◉ Women's College
- ◉ FOCA
- ◉ Coalition of Faculty of Color in Clinical Programs

# JOB ANNOUNCEMENT

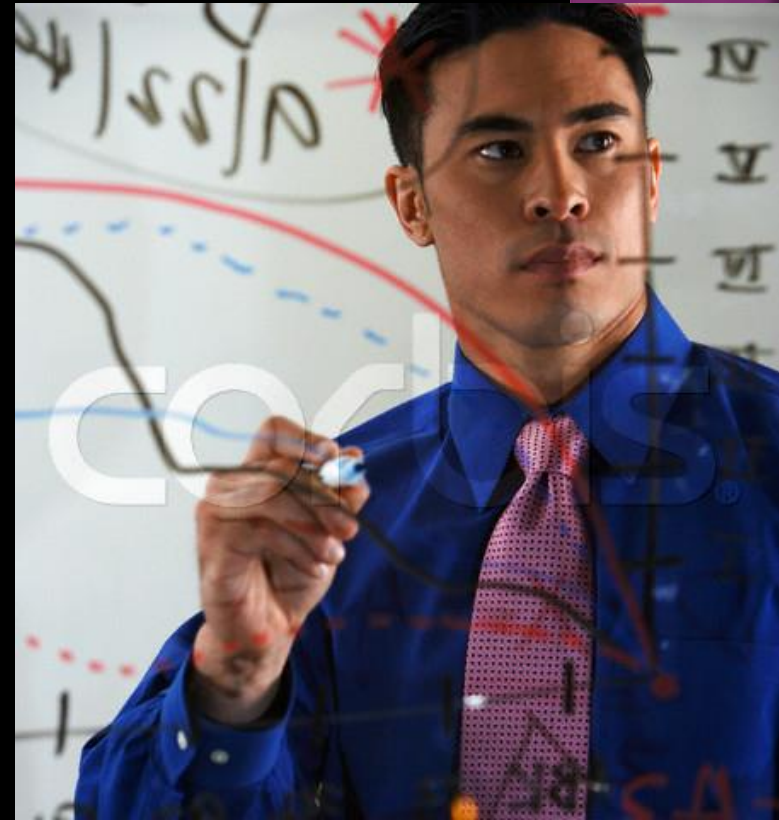
- ◉ University characteristics
  - Location
  - Reputation
  - Type of institution
- ◉ Department characteristics
  - Commitment to diversity
  - Mission of department
  - Commitment, energy and vision

# JOB ANNOUNCEMENT

- ◉ Seeks to attract racially, culturally, and academically diverse faculty
- ◉ Our priority is to develop a multicultural educational environment
- ◉ DU is committed to recruiting and retaining a diverse faculty
- ◉ Commitment and demonstrated record

# RETENTION PLAN

- ◉ Fostering a commitment in the
  - Professional community
  - Personal community
- ◉ Research Funds
- ◉ Conferences
- ◉ Writing workshops
- ◉ FOCA
- ◉ Queer Faculty Assoc.



# RETENTION PLAN

- Mentoring
  - Understanding how tenure works at DU and within the department
- Individual contact with dean, director, and chair
  - Evidence of commitment
- Community collaboration
- Retention is everybody's responsibility



# CANDIDATE FEEDBACK

“DU impressed me with outreach effort”

“It was truly a first class experience”

“I’m going to tell others about DU”

“DU set the bar very high for other colleges I will be visiting”

“I am impressed with the personal calls”

# OUTCOMES

- ⦿ Expanding pool of candidates
- ⦿ Expanding pool of doctoral candidates
- ⦿ Working with search committees
- ⦿ Hiring outstanding candidates
- ⦿ Retention of faculty
- ⦿ National reputation



# CHALLENGES

- ◉ Debunking myths
  - Can't compete with other colleges
  - Command top salaries
- ◉ Expand the pool
- ◉ Contribute to pipeline
- ◉ Optimistic perspective



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