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 vitae
  - 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
REFERENCES


REFERENCES


 Jackson, J. (2004). The story is not in the numbers: Academic socialization and diversifying the faculty. National Women’s Studies Association Journal, 16(1), 171-185