

Strategic Priority Action Plan – Subcommittee on Faculty Recruitment and Retention

STRATEGIC PRIORITY: Create and fund pipeline and other programs to intentionally recruit, appoint, promote, and retain talented and diverse faculty.

I. Best Practices and Goals for Faculty Diversity				
Activity	Lead	Anticipated Products	Resources Required	Timeframe
Identify and disseminate to subcommittee selected literature on barriers in recruiting and retaining diverse faculty for higher education and methods to improve	AD for Faculty	Disseminated selected published articles Brief summary of barriers / inequalities		June 2021
Review and summarize ASPPH data on faculty and doctoral graduates, School and state data on faculty diversity	AD for Faculty	Summary of relevant data		June 2021
Develop goals for ColoradoSPH faculty diversity – race/ethnicity	Sub-Committee	Short-term goal: reflects ASPPH doctoral graduates Aspirational goal: reflects state, US population		June 2021
Develop goals for ColoradoSPH faculty diversity – gender (track, rank)	Sub-Committee	TBD		Not started
Develop and monitor goals for ColoradoSPH faculty diversity	HR / Office of Faculty Affairs (OFA)	Data collection systems that capture a wider range of diversity (e.g., disability, veteran, rural, LGBTQ+) among both applicants and existing faculty; periodic analysis and reporting	Additional/offset of FTE for ongoing monitoring and reporting	TBD
II. Recruit Diverse Applicant Pool				
Activity	Lead	Anticipated Products	Resources Required	Timeframe
Revise template for job advertisements to promote a diverse applicant pool	OFA	Job ad template that reflects commitment to EDI (e.g., statement of School prioritization, opportunities for collaboration, EDI-related KAS as relevant, School mission and statement, links to resources and engagement opportunities (e.g., LGBTQ+ Hub, CE-North Aurora))		August 2021

Identify opportunities for recruitment outreach to promote a diverse applicant pool	OFA Search Committees	List of websites and career services contact information for HBCUs, HSIs, Tribal Colleges that award relevant masters or doctoral degrees, relevant national professional organizations	Additional/Offset of FTE for creation of list and ongoing updating / maintenance	January 2022
Ensure search committees include diverse viewpoints, while avoiding burden to current faculty, to promote outreach	Office of Equity, Diversity & Inclusion (OEDI)	Cadre of trained faculty EDI advocates to serve on search committees, with compensation	Financial support from Departments, Central Administration	Per OEDI
Cluster hires to increase faculty diversity	Subcommittee	Endorsed School's efforts to secure external funding for cluster hires; recommendation that School seek funds from state and local funding organizations	External (e.g., grants), School, Department funding	Per School, Department
Cultivate and mentor students to compete successfully for faculty positions ("Grow your own")	Subcommittee	TBD		Not started
Pipeline programs	Subcommittee	TBD		Not started
III. Recruit / Promote Diverse Finalist Pool				
Activity	Lead	Anticipated Products	Resources Required	Timeframe
Ensure search committees include diverse viewpoints, while avoiding burden to current faculty	OEDI	Cadre of trained faculty EDI advocates to serve on search committees, with compensation	Financial support from Departments, Central Administration	Per OEDI
Update required search committee training materials	OEDI	Recommendations for updating training modules as needed		Ongoing
Inclusion of EDI-related questions during applicant interviews	Search Committees	Dataset of EDI questions for use by search committees; request for committees to include 2+ questions during interviews		October 2021
Case studies to understand how the applicant incorporates EDI principles into their teaching, research, or practice	Search Committees	Case studies relevant to teaching, research, PHP		In progress
IV. Faculty Appointments				
Activity	Lead	Anticipated Products	Resources Required	Timeframe
Translating diverse applicant pool into faculty appointments	Sub-Committee	TBD		Not started

V. Faculty Retention

Activity	Lead	Anticipated Products	Resources Required	Timeframe
Develop programs to ensure retention of talented, diverse faculty	Sub-Committee	TBD		Not started

VI. Implementation and Assessment

Activity	Lead	Anticipated Products	Resources Required	Timeframe
Evaluate implementation of methods to recruit diverse applicant and finalist pools	OFA Search committees	Checklist for search committees to document steps taken	FTE for monitoring checklists	In progress

Subcommittee Membership

Carolyn DiGuseppi (Chair)
 Cerise Hunt
 Jini Puma
 Sarah Schmiede
 Greg Tung
 Courtney Welton-Mitchell