



# SELF-PACED TRAINING

## RECRUITING, HIRING, AND RETAINING DIVERSE FACULTY

110-MINUTE SELF-PACED TRAINING

AVAILABLE FOR ONE YEAR FROM DATE OF PURCHASE

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### OVERVIEW

Despite the increasing student diversity in higher education, institutions have achieved only modest gains in the diversity of faculty members. Academic leaders and search committees can easily overlook issues related to faculty diversity because institutional planning efforts don't always prioritize the building of an inclusive environment. Adding a focus to the hiring and retaining of diverse faculty on your campus is the first step to creating a welcoming environment for students and employees alike.

Purchase this online training to help launch or improve a diverse faculty initiative at your institution. Our expert instructor will give best practices in the recruiting, hiring, and retaining of diverse faculty, allowing your institution to move this idea from theory to practice.

### WHAT YOU WILL LEARN

Human resources professionals, diversity officers, senior academic administrators, and faculty can all benefit from these 3 condensed modules, which will cover:

- Diversifying the search process and search committee
- Following Equal Employment Opportunity (EEO) and Affirmative Action guidelines
- Writing inclusive position announcements
- Organizing a welcoming campus visit
- Utilizing pre-employment agreements
- On-boarding diverse faculty
- Implementing sustainable retention strategies

[CLICK HERE TO REGISTER](#)



## HOW THIS SELF-PACED TRAINING IS *DIFFERENT* FROM A WEBCAST

### **GOOD FOR TRAINING TEAM MEMBERS FOR ONE YEAR**

- For just \$495, your team will have unlimited access to this training for one year from the date of purchase.
- Share with all key stakeholders to improve upon practices for recruiting and retaining women and faculty of color, including human resources professionals, diversity officers, senior academic administrators, and faculty.

### **YOUR PROFESSIONAL DEVELOPMENT ON YOUR TERMS**

No need to gather a busy team together on a specific day and time! You'll be able to access this training anytime, anywhere—even from a tablet or smartphone.

### **TRAINING IN CONDENSED MODULES**

This training addresses issues in recruiting and retaining diverse faculty in 3 easy-to-follow pieces. Each piece should take, on average, just 35 minutes to complete, so this is the perfect way to build your expertise over lunch or during a break between meetings.

## LEARNING OUTCOME

After participating in this online training, you will be able to implement proven approaches for recruiting, hiring, and retaining diverse faculty.

# AGENDA

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### **RECRUITING DIVERSE FACULTY**

In this 35-minute piece, our instructor will cover best practices for establishing effective cross campus roles and optimizing the faculty search process in an effort to successfully engage and recruit diverse faculty.

### **HIRING DIVERSE FACULTY**

In this 30-minute piece, our instructor will discuss the organization of an effective campus visit as well as proven approaches to making an employment offer.

### **RETAINING DIVERSE FACULTY**

In this 45-minute piece, our instructor will discuss 5 intersecting principles that can lead your diverse faculty retention efforts. These strategies include actionable approaches to faculty orientation and peer mentoring, as well as tips for improving professional development.



# INSTRUCTOR



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**MYRON ANDERSON, PHD / Associate to the President for Diversity and Associate Professor of Education Technology**

*Metropolitan State University of Denver*

As a member of the president's cabinet, Dr. Anderson is the University's chief diversity officer responsible for articulating and resolving current and future issues related to diversity. He is responsible for investigating complaints and mediating fair settlements between aggrieved faculty, staff, and students throughout the institution. In addition, Anderson identifies campus climate trends that may assist in developing strategies to proactively promote diversity and "inclusive excellence."

Since Anderson assumed his position in 2007, MSU Denver has achieved a 50% increase in faculty of color, and the institution has seen its enrollment of students of color increase by more than a third, making up approximately twenty-eight percent of the student body in the fall 2013 semester. Myron has facilitated the development and implementation of the university's diversity strategic plan, and he manages the \$100,000 diversity initiatives grant program that assists in leading efforts to integrate diversity throughout the curriculum. Prior to his current position, Myron was the associate chair of the teacher education department at MSU Denver, and a faculty member and administrator at both Virginia Polytechnic Institute and State University (Virginia Tech).

Anderson co-wrote and serves as a co-principle investigator for the 2.2 million dollar Equity Assistance Center (EAC) grant with the United States Department of Education. The grant assists states, school districts, public schools, including charter and magnet schools, and Tribal Education Agencies, to plan and implement practices and policies that promote equity and high quality education for all students.

Myron recently presented a position paper entitled "Process to Policy: How to Execute a Climate Survey That Leads to 'New' Organizational Policies" at the 2013 Oxford Roundtable at the University of Oxford, Brasenose College. He is the co-founder and developer of a faculty exchange program between MSU Denver and the University of Puerto Rico. Through this program he completed the delivery of a two-week educational symposium that took place at the University of Puerto Rico and MSU Denver's campuses.

Anderson is a past president of the Kappa Delta Pi, Xi Zeta Chapter; National Honor Society and Virginia Tech Chapter. He has served MSU Denver as a member of the faculty senate, chair of their instructional resource committee, and is the past co-advisor of the Student National Education Association Scholarship Committee. He currently serves as a board member for Colorado FutureTEK, and serves as vice president for the American Association for Affirmative Action.

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**PLEASE FAX ALL REGISTRATION PAGES TO: 303.221.2259**

# REGISTRATION FEES

Questions about the event? Call us at 720.488.6800 to help determine if this event is right for you.

**Register online at [www.academicimpressions.com](http://www.academicimpressions.com)**

Self-Paced Training	
Training - \$495 USD	<input type="checkbox"/>

CD-ROM Recording	
Recording - \$495 USD	<input type="checkbox"/>

Total \_\_\_\_\_

Total \_\_\_\_\_

**TOTAL PRICE:** \_\_\_\_\_

Visit our website to register online:

<http://www.academicimpressions.com/webcast/recruiting-hiring-and-retaining-diverse-faculty>



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You will receive a full refund (less a \$75 service charge) if you cancel 8 weeks or more prior to the first live training date. If you cancel within 8 weeks of the first live training date, you are not entitled to a refund. But as a courtesy, we will apply your payment (less a \$75 service charge) towards a future purchase within one year from the date you cancel. Your payment is transferable to another person from your institution if you wish. You may name a substitute primary participant free of charge at any time prior to the first live training date. If available, you may switch the live training format to a self-paced format (such as a CD-ROM Recording or On-Demand Download) free of charge. (Shipping charges will apply to CD-ROM Recording orders outside the U.S. or Canada.)

## ONLINE TRAININGS WHICH ARE PURELY SELF-PACED

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For in-person conferences, substitute registrants are welcome and may be named free of charge at any time. If you cancel 8 weeks or more prior to the first date of the conference, you will receive a full refund, less a \$100.00 service charge per attendee.

If you cancel within 8 weeks of the first date of the conference, you are not entitled to a refund. However, as a courtesy, we will allow you to apply your payment, less the service charge, toward a future purchase within one year from the date you cancel. Your payment is transferable to another person from your institution if you wish.

Please note that if you do not attend and you do not contact us in advance to cancel as described above, you are responsible for the entire payment. In case this event is cancelled, Academic Impressions' liability is limited to a refund of the registration fee only.

## RECORDINGS, ON-DEMAND DOWNLOADS, MONOGRAPHS AND OTHER PUBLICATIONS

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# REGISTRATION FEES

## SELF-PACED TRAINING REGISTRATION

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Print Name \_\_\_\_\_ Job Title \_\_\_\_\_

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Institution/Organization \_\_\_\_\_

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Address \_\_\_\_\_ Fax \_\_\_\_\_

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City \_\_\_\_\_ State/Province \_\_\_\_\_ Zip/Postal Code \_\_\_\_\_ Country \_\_\_\_\_

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How did you hear about this event? (email from AI, ACPA, colleague forwarded email, *The Chronicle*, etc.) \_\_\_\_\_

If you would like us to send a copy of your registration confirmation or receipt to someone else, please complete this section

## ADDITIONAL CONTACT INFORMATION

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Additional Contact Name \_\_\_\_\_ Contact Phone \_\_\_\_\_

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Additional Contact Email \_\_\_\_\_ Additional Contact Title \_\_\_\_\_



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**PAYMENT METHOD**

We accept Visa, MasterCard, and American Express credit cards. To pay by check, include the check with this form or select the "invoice me" option. Fax form to 303.221.2259 or mail form along with payment to: Academic Impressions, 4601 DTC Blvd., Ste. 800, Denver, CO 80237

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Billing Address		Billing City	Billing State
Billing Zip Code/Postal Code	Exp. Date	Security Code (last 3 digits on the back of Visa and MC or 4 digits on front of AmEx)	

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List the names of the registrants you'd like to sign up:

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