

# RECRUITING, ONBOARDING, AND RETAINING UNDERREPRESENTED FACULTY

October 21 - 23, 2019 | Savannah, GA



## *Identify your campus' greatest needs for underrepresented faculty recruitment and retention efforts.*

### OVERVIEW

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Despite the fact that national student demographics have dramatically changed over the past 20 years, institutions of higher education still haven't shifted their full-time faculty demographic: three-quarters of full-time faculty are still white.\* The need to hire and retain faculty members from underrepresented groups is a serious issue and a pressing opportunity that institutions must commit to in order to strive for and achieve academic and inclusive excellence.

Join us for this highly interactive workshop to learn tools and strategies you need to recruit, onboard, and retain faculty members from underrepresented demographics. With the help of our expert speaker panel, you will have the time, space, and support to:

- Examine your institution's current recruitment practices and identify gaps in your existing process
- Develop strategies to build a more inclusive recruitment process for your institution
- Train and educate campus leaders, faculty, and members of search and hiring committees
- Establish benchmarks to ensure the success of your inclusive recruitment initiative
- Plan meaningful onboarding processes to help underrepresented faculty transition to your campus
- Find ways to improve the retention efforts dedicated to your underrepresented faculty

### WHO SHOULD ATTEND

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This conference will benefit faculty, faculty hiring managers or department chairs, academic leaders, diversity leaders, and human resources managers who provide direct oversight of the faculty recruitment process. Individuals who have indirect involvement with hiring underrepresented faculty such as chairs or members of the faculty senate will also benefit from the content of this training.

### BRING YOUR TEAM AND SAVE!

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**Save over 15% when you register three or more colleagues.**

## AGENDA

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### Day 1

#### Conference Registration

12:30 – 1:00 p.m.

#### Welcome and Introductions

1:00 – 1:30 p.m.

#### Understanding Trends in Underrepresented Faculty Hiring

1:30 – 3:00 p.m.

In this opening session, our expert speaker will share national data to help participants understand the current diversity demographics among the professoriate (including graduate schools) and how these statistics line up with current faculty hiring trends in higher education. You will begin to analyze your own campus challenges by comparing national demographics, broken down by race/ethnicity, to your own institutional demographics.

#### Afternoon Break

3:00 – 3:15 p.m.

#### Establishing Benchmarks to Measure Success

3:15 – 4:30 p.m.

Now that you have reviewed national and institutional data on faculty demographics and hiring trends, our expert will showcase strategies for developing benchmarks to ensure the success of initiatives for recruiting underrepresented faculty. Assessment strategies for collecting data and understanding the mechanics of conducting a SWOT (strengths, weaknesses, opportunities, and threats) analysis for recruiting underrepresented faculty will also be discussed. In pairs, you will identify and share at least one strength, weakness, opportunity, and threat that enhances or hinders underrepresented faculty recruitment efforts.

#### Networking Reception (included in registration fee)

4:30 – 5:30 p.m.

This informal reception is your chance to decompress, have a drink on us, and expand your network of connections. Our programs are intentionally designed for smaller groups, which means you will have the opportunity to meet your peers and our speakers face-to-face.

# AGENDA

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## Day 2

### **Continental Breakfast (included in registration fee)**

8:30 – 9:00 a.m.

### **Strategic Plan: Forming a Cohesive Effort**

9:00 – 10:30 a.m.

Whether or not recruiting underrepresented faculty is a part of your university's strategic plan, there may be times when your campus loses sight of agreed-upon goals and priorities. We will highlight strategies to keep your campus committed to its institutional goals by helping you lead critical campus conversations around issues of social justice, implement culturally relevant pedagogy, and actualize the ideals of academic excellence. Additional strategies, such as analyzing campus data related to faculty turnover and retention rates, and climate survey data will also be discussed. You will have the opportunity to review your current institutional goals to determine where there are opportunities for further education, dialogue, or data sharing to move towards accomplishing these goals.

### **Morning Break**

10:30 – 10:45 a.m.

### **Addressing Your Culture Around Recruitment Practices**

10:45 a.m. – 12:00 p.m.

Changing attitudes and old procedures, implementing new policies, and mandating training can create feelings of resentment or resistance, particularly when change is slow, and the efforts are not yielding any positive results in recruiting underrepresented faculty.

This session will cover ideas such as:

- Educational workshops for existing leaders and faculty
- Understanding inclusive hiring practices
- Learning tips for hiring committees to use throughout the hiring process
- Formalizing roles of diversity recruitment leaders and advocates
- Utilizing appropriate advertising channels
- Levelling the playing field for underrepresented faculty candidates

You will be able to identify gaps in your current recruitment process and strategies to build a more inclusive recruitment process for your campus.

### **Lunch (included in registration fee)**

12:00 – 1:00 p.m.

## AGENDA

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### **Day 2 (CONTINUED)**

#### **Training Faculty Search Committees**

*1:00 – 2:15 p.m.*

One of the most critical tools in helping to build awareness around behaviors or attitudes that influence hiring practices is training. We will showcase effective training sessions used for faculty search committees, as well as how to ensure that conversations with and around an underrepresented faculty candidate can be more inclusive. Our expert speaker will walk you through sample activities of training models and provide a sample training agenda that you can use for your own faculty search or hiring committees. You will be able to identify the appropriate campus facilitator, when the training should take place, which topics would be most useful to discuss, and the pros and cons of making the training mandatory.

#### **Afternoon Break**

*2:15 – 2:30 p.m.*

#### **Onboarding Underrepresented Faculty**

*2:30 – 4:00 p.m.*

Now that your institution has successfully recruited underrepresented faculty, what are some meaningful initiatives you can implement to ensure that faculty have a smooth transition to your campus? We will highlight ways campuses can provide realistic and necessary initiatives to onboard underrepresented faculty. In small groups, you will discuss limitations or shortfalls in your current onboarding process and identify at least 1-2 new strategies to improve it.

#### **Beginning to Prioritize Your Efforts**

*4:00 – 4:30 p.m.*

During this practical working session, you will rank your own campus' priorities and discuss your takeaways in pairs. You may also use this time to consult with our expert faculty about questions or challenges arising from this exercise.

## AGENDA

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### Day 3

#### Continental Breakfast (included in registration fee)

8:30 – 9:00 a.m.

#### Retention Efforts for Underrepresented Faculty

9:00 – 10:30 a.m.

Establishing retention efforts for underrepresented faculty is just as important as recruiting or onboarding them. We will discuss ways campuses may be unintentionally failing at retaining talented faculty due to a lack of thorough and meaningful planning. Also, we'll share and discuss findings from our speaker's recent study on *Recruitment without Retention: A Critical Case of Black Faculty Unrest*, followed by recommendations for assessing and improving current retention efforts for underrepresented faculty. Using what you learned, you will identify at least two goals for improving retention efforts on your campus.

#### Morning Break

10:30 – 10:45 a.m.

#### Bringing It All Together: Identifying Short-Term Goals

10:45 – 11:30 a.m.

In this closing session, you will have the opportunity to reflect on core themes presented at this conference as they relate to your campus. Using the resources, tools, and strategies you have learned at this conference, you will create a list of short-term goals to boost your efforts in recruiting underrepresented faculty at your institution. You may also use this time to share ideas and solicit feedback from your peers, as well as our expert speaker panel.

#### Final Q&A and Evaluations

11:30 a.m. – 12:00 p.m.

## INSTRUCTORS

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### **Jeanine Bias-Nelson**

#### **Director, Office of Equity and Inclusion / Title IX Coordinator, Sam Houston State University**

Jeanine Bias-Nelson has spent her entire professional career in Higher Education Administration and Student Affairs. Currently, she serves as a resource for advisement and consultation on issues related to diversity, equity and inclusion. Her responsibilities include providing leadership to investigations into allegations of discrimination, harassment, and other civil rights violations as well as develop and facilitate university wide training programs and activities related to Title IX, Title VII, and other Equal Employment Opportunities/Affirmative Action (EEO/AA) laws and regulations.

Jeanine's passion for social justice, civic engagement, and student development has motivated her throughout her career spanning almost 20 years. She has a wide range of experience and expertise in multiple areas of higher education including admissions, recruitment, leadership development, advising/mentoring, event coordination, diversity, compliance, and policy development/implementation. Jeanine is recognized as a subject matter expert and consultant in several topics including organizational change, hiring (and retaining) underrepresented groups, unconscious bias training, and inclusive best practices.

Originally, from San Antonio, TX, Jeanine is a proud alumnus of Sam Houston State University and Texas Southern University where she received a Bachelor of Arts degree in Political Science and a Master of Public Administration degree respectively. She is also Certified Diversity Professional (CDP), Certified Diversity Trainer (CPT).

## INSTRUCTORS

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### **Curtis N. Powell**

#### **Vice President for Human Resources and Environmental Health, Safety and Risk Management, Rensselaer Polytechnic Institute**

In his current role, Mr. Powell is responsible for the strategic direction of Rensselaer's workforce, including short- and long-term strategies to attract, develop, and retain a highly qualified technological and research-oriented workforce. He has successfully positioned human resources as a strategic business partner and leading organizational change while establishing excellence in the delivery of HR services. Mr. Powell is recognized as a national and international human resource innovator. He serves as an officer of the Institute and consults regularly with Rensselaer's president regarding strategic human capital, operational, and risk management planning.

Early in his career, Mr. Powell spent more than 15 years at the University of Maryland. He also spent 10 years with the Bon Secours Health System as vice president for human resources in Baltimore, Maryland and served as corporate director of human resources with Suburban Hospital Healthcare System in Bethesda, Maryland.

A graduate of Delaware State University with a bachelor's degree in primary and secondary education, Mr. Powell also earned a master's degree in human resource development from the University of Maryland, Bowie State University campus. He is an active member of the Society for Human Resource Management, where he holds lifetime certification as a Senior Professional in Human Resource Management (SPHR), and the College and University Professional Association for Human Resources. He has taught human resources management at the University of Maryland and is a frequent speaker at regional and national HR Leadership and Management conferences.

Mr. Powell serves on the boards of St. Peter's Health Partners, the Epilepsy Foundation of Northeastern NY, Fidelity Financial Client Advisory Board, Segal HR Leadership Committee, and AON Consultants, Pathfinders.

### **Bridget Turner Kelly**

#### **Associate Professor, University of Maryland**

Prior to her current role, Dr. Bridget Turner Kelly was the Associate Professor of Higher Education at Loyola University Chicago for nine years. Dr. Turner Kelly's scholarship is focused on marginalized populations in higher education; more specifically, she studies the experiences of students of color on predominantly white campuses, women and faculty of color at research universities, and how all students can become socially just educators. She has authored over 25 publications, including articles in peer-refereed journals of high national reputation, two articles have received over 200 citations each and two have been cited in AMICUS briefs for U.S. Supreme Court cases.

Dr. Turner Kelly has also presented numerous refereed papers at national conferences. She won the Distinguished Faculty Award for Excellence in teaching from the School of Education at Loyola University Chicago in 2014. She was also named a 2013 Diamond Honoree for College Student Educators International (ACPA), awarded the NASPA IV-East Outstanding Contribution to Student Affairs through Teaching in 2011, recognized as an Emerging Scholar by ACPA in 2005, and received the Peggy R. Williams Emerging Professional Award in 2004 from the Office on Women in Higher Education, a division of the American Council on Education. Beginning July 2017 for a three-year term, NASPA appointed Dr. Turner Kelly as Executive Editor of the Journal of Student Affairs Research and Practice (JSARP).



## ACADEMIC IMPRESSIONS STAFF

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### **Rabia Khan Harvey**

#### **Senior Program Manager, Academic Impressions**

Rabia Khan Harvey is a Senior Program Manager for our Compliance, Diversity/Equity/Inclusion, and Student Mental Health domains. She obtained her Bachelor's degree in Psychology from Elmhurst College and is a double-alum of Loyola University Chicago with a Master's in both Higher Education and Human Resources. She has over 18 years of professional experience in Student Affairs, primarily in student housing and Title IX. She has worked for four institutions over the span of these years including Elmhurst College, University of California, Riverside, Loyola University Chicago and Columbia College Chicago. Prior to joining Academic Impressions full-time in May 2018, Rabia served as the Director of Equity Issues & Title IX Coordinator for the Office of Equity Issues at Columbia College Chicago and Assistant Dean of Students/Deputy Title IX Coordinator at Loyola University Chicago. Within these roles, Rabia provided direct oversight of student-on-student sexual misconduct investigations and ensured that sexual harassment matters were addressed efficiently and effectively. Rabia has also served as a subject-matter-expert and educator for Academic Impressions since 2013 specifically for Title IX related topics such as: understanding rape culture and gender-based violence, conducting trauma-informed investigations, and how to resolve sexual misconduct cases using the preponderance of the evidence standard. Rabia was recently recognized by Loyola University Chicago's School of Education as "The 2016 Higher Education Distinguished Alumna Award" for her leadership and dedication to preventing, educating and ending campus sexual violence and mentoring graduate students pursuing careers in Student Affairs.

## LOCATION

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**October 21 - 23, 2019 | Savannah, GA**

**Hotel:**

Hyatt Regency Savannah

2 W Bay St.

Savannah, GA 31401

912-238-1234

**Room rate:**

\$209 + tax

**Room block dates:**

The nights of October 20, 21, and 22, 2019.

**Room block cutoff date:**

September 29, 2019.

Reserve Your Room: Please call 912-238-1234 and indicate that you are with the Academic Impressions group to receive the group rate. Please book early - rooms are limited and subject to availability.

## The Academic Impressions Experience



Intimate, workshop-style trainings with personalized attention



Trainings are practical and action oriented so you can hit the ground running



Carefully vetted expert instructors who are also practitioners in the field



Learner-centric and designed for interaction and collaboration



Highly recommended:  
9 out of 10 participants recommend our trainings to colleagues