

RECRUITING, ONBOARDING, AND RETAINING UNDERREPRESENTED FACULTY

September 14 - 16, 2020 | Orlando, FL



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

OVERVIEW

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 the 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

This unique program walks you through a highly interactive workbook from start to finish where you will workshop ideas with your peers and our expert faculty. Participating and engaging in this event is critical to your learning experience. You will leave after these three days with tangible tools and strategies to put into effect as soon as you get back to campus to better recruit, onboard, and retain underrepresented faculty.

*"Diversifying Graduate Schools and the Faculty," Inside Higher Ed, 2019

WHO SHOULD ATTEND

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

AGENDA

Day 1

Conference Registration

12:30 – 1:00 p.m.

Welcome and Introductions

1:00 – 1:30 p.m.

Setting the Stage: Establishing Ground Rules & Workbook Introduction

1:30 – 2:00 p.m.

In this opening session, our faculty will help attendees establish ground rules to ensure maximum participation from attendees during the conference. Faculty will also explain the purpose of the conference workbook and how we will be using it throughout the conference to eventually inform the final activity at the conclusion of this experience. Small groups will be identified by institutional size or with members from your campus during this session.

Fostering a Coalition of the Willing to Advance Efforts

2:00 – 3:15 p.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.

Afternoon Break

3:15 – 3:30 p.m.

AGENDA

Day 1 (CONTINUED)

Addressing Your Culture Around Recruitment Practices

3:30 – 5:00 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.

Networking Reception (included in registration fee)

5:00 – 6:00 p.m.

This informal reception is your chance to decompress, have some refreshments on us, and expand your network of connections. Our programs are intentionally designed for smaller groups, so this is a great time to catch-up with attendees and speakers whom you may not have connected with yet.

AGENDA

Day 2

Breakfast (included in registration fee)

8:30 – 9:00 a.m.

Promoting Success in Faculty Search Committees

9:00 – 10:30 a.m.

Most faculty search committees garner support from campus leadership who utilize these groups to begin advance their university strategic priorities to diversify their faculty. What happens when resources begin to dwindle and sustaining capacity for these efforts shift? Our expert faculty will showcase strategies for maintaining this upward momentum when institutional priorities shift away from diversifying faculty. In pairs or in your teams, you will identify a couple of strategies that promote success in your faculty search committees despite these changes in priorities.

Morning Break

10:30 – 10:45 a.m.

Workbook, Part I: Recruitment Strategies

10:45 – 12:00 p.m.

In your conference workbook, you will respond to the prompts provided and begin to generate and coordinate ideas related to faculty recruitment that you can apply back at your campus.

Lunch (included in registration fee)

12:00 – 1:00 p.m.

Training Faculty Search Committees

1:00 – 2:30 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

2:30 – 2:45 p.m.

AGENDA

Day 2 (CONTINUED)

Onboarding Underrepresented Faculty

2:45 – 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, including how faculty are oriented at their institutions. 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.

Workbook, Part II: Onboarding Strategies

4:00 – 4:30 p.m.

In your conference workbook, you will respond to the prompts provided and begin to generate and coordinate ideas related to faculty onboarding that you can apply back at your campus.

Day 3

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. Formal or informal faculty mentoring strategies will also be discussed. 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.

Workbook, Part III: Retention Strategies

10:45 – 11:15 a.m.

In your conference workbook, you will respond to the prompts provided and begin to generate and coordinate ideas related to faculty retention that you can apply back at your campus.

AGENDA

Day 3 (CONTINUED)

Final Activity: Developing Your Recruitment & Retention Plan

11:15 – 12:00 p.m.

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

Final Q&A and Evaluations

12:00 – 12:30 p.m.

INSTRUCTORS

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).

George Marcus

Professor, Geneseo College

Bio coming soon.

INSTRUCTORS

Dr. Bridget Turner Kelly

Associate Professor, University of Maryland

Dr. Bridget Turner Kelly is currently an Associate Professor of Student Affairs at the University of Maryland. Prior to this role, she 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 Distinguished Faculty Award for Excellence in teaching from the School of Education at Loyola University Chicago in 2014, was 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

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

July 27 - 29, 2020 | Orlando, FL

Hotel Info:

Coming soon.

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**