

WORK GROUP 6 – FOSTERING EQUITY AND DIVERSITY

Employee Recruitment and Retention Subcommittee

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Potential strategies to increase the number of employees of color and women employees on campus:

Searches

- Provide professional development opportunities for recruiting diverse candidate pools and conducting equitable searches.
 - Wiseli seminar is scheduled for January 2008.
 - Robert Jones of University of Minnesota will be scheduled for this fall (to share his experiences and techniques for successful recruiting).
 - Continue and improve internal search committee education opportunities.
- Outreach to HBCU's and other doctoral programs known for diverse student bodies.
 - Seek input and assistance from our faculty and staff who may have relationships or recruiting talent.
 - Identify resources to support reassigned time for faculty and staff to explore and build relationships.
 - Focus on nearby doctoral institutions.

Hiring opportunities

- Assist Spouses/Partners with finding employment in the area.
 - Career Services for positions outside of the University.
 - Collaboration with other universities or entities.
 - Develop better communication with finalists to assist with relocating spouses/partners.
 - Develop a web-site with links to positions in the Eau Claire area (NationJob.com; etc).
- Opportunity hires.
 - Research issues and best practices.
- Visiting faculty positions for diverse populations.
 - Visiting positions will have the potential to develop into permanent positions.
 - Use as recruiting tool for underrepresented faculty positions.
- Establish funding and FTE to support opportunity hires and visiting faculty program.

Classified efforts

- Increase postings in media that reach underrepresented populations in the area.
- Advertise the state-wide classified employee exams in media that reach underrepresented populations in the area.
- Cultivate our ties with Job Services.

Mentoring

- Develop a mentoring program specifically for underrepresented faculty and staff, based on current research.

Committee

- Create a high-level committee to address employee recruitment and retention issues on an ongoing basis.