

Recruitment and Retention of Underrepresented Faculty Working Group (RRUF) 2013-14 Annual Report

The Recruitment and Retention of Underrepresented Faculty Working Group focused primarily on recruitment during its initial year, although within our discussions strategies for retaining underrepresented faculty were also explored. Below are accomplishments, actions taken, and future implementations. Cost of contracts currently borne through RRUF one-time funding.

- 1) Development of a faculty diversity video. The video is featured on a number of SDSU sites and it can also be used for recruiting purposes.
<https://www.youtube.com/watch?v=LLl3xIEFqis>
- 2) Recruitment Workshops for Best Practices
 - a. Annual Spring Work (1st held on May 1, 2014) for all departments
Includes formal presentation from Employee Relations and Compliance;
formal presentation from Faculty Affairs on foreign national recruitments;
panel discussion w/members of RRUF group on ways to enhance faculty pools, etc.
 - b. Annual Fall Workshop for all departments conducting searches
Includes formal presentation from Employee Relations and Compliance;
formal presentation from Faculty Affairs on foreign national recruitments;
panel discussion w/members of RRUF group on ways to enhance faculty pools, etc.

- 3) Development of statement on diversity.

Once recruiting departments/entities are selected, RRUF will send a suggested statement on diversity to be included in all advertisements. Search Committees will have the option of developing their own language for inclusion in advertisement if they prefer.

- 4) Expansion of Advertising

Two institutional contracts have been established broaden the scope of our advertising. Both sites allow for data gathering on how many people view our advertisements. Once a faculty position advertisement has been approved by OERC, it is forwarded to Faculty Affairs and our staff posts it on-line. No limit on word count.

- a. Inside Higher Education : a free on-line journal
Unlimited job postings for a 6 month period (during main recruitment)
Listing as "Diversity Institution" with featured page.

- b. SoCal HERC (Higher Education Recruiting Consortium): a national consortium with regional groups. Unlimited job postings yearlong. HERC also features diversity and has a section on dual careers. Membership allows for staff listings as well.

5) Recruitment

SDSU will contract (with Interfolio to use their on-line faculty recruitment “By-Committee,” a cloud-based recruitment system. “By Committee” is a full-featured, customizable system. On-line recruitment offers a numbers of advantages, not the least of which are diversity tracking (EEOC compliance) and ease of use for search committees. Faculty Affairs will offer training on the system. Implementation in Fall ’14.

6) On-line Diversity Training

Working with Diversity.Edu, we have contracted for a short on-line diversity training, customized for SDSU that will be required of all search committee chairs as part of the search approval process.

7) Retention

Working with colleges and departments to ensure that new faculty mentoring programs are in place and exploration of “affinity groups” as retention tool are projected for 14-15.

8) Affirmative Action

RRUF will work on developing the faculty "Action Oriented Programs" for next year's plan.