

## Faculty Success: Inclusive Recruitment and Retention Summit Report

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### Executive Summary:

The Office of the Provost (OtP), under the leadership of Troy Elias, Associate Vice Provost (AVP) for Diversity and Inclusion, convened the Faculty Success: Inclusive Recruitment and Retention Summit on April 26, 2024, from 9am to 2pm at the Ford Alumni Center, Giustina Ballroom.

Approximately 110 tenure track and career faculty, academic leaders, and other stakeholders from across campus convened to recognize, learn about, make connections around, and provide input into the University of Oregon's on-going inclusive recruitment and retention efforts.

The day consisted of a poster session, a leadership voices deans panel, and, through facilitated focus group discussions, summit participants provided actionable input around specific efforts of focus to help advance and make better those efforts. This report is intended to capture the details and work product from the summit.

### Summit Outcomes:

1. Recognize the work being done at the institution around inclusive faculty recruitment and retention efforts for career and tenure track faculty.
2. Identify challenges and create strategies to advance institutional recruitment and retention efforts of focus.

### Agenda:

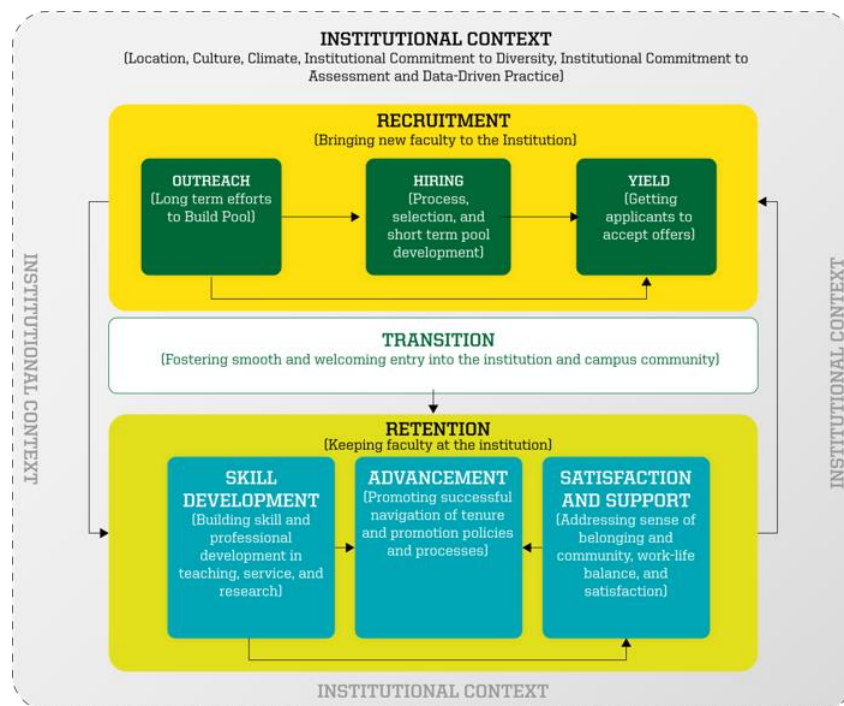
| Agenda Item  | Minutes | Time of Day |
|--|---------|-------------|
| Welcome & Framing the Day                          | 30      | 9:00-9:30   |
| Institutional Framework                            | 10      | 9:30-9:40   |
| Recognizing our Work: Poster Session               | 50      | 9:40-10:30  |
| BREAK  | 10      | 10:30-10:40 |
| Leadership Voices: UO Deans' Panel                 | 50      | 10:40-11:30 |
| Advancing our Work: Efforts of Focus Presentations | 50      | 11:30-12:20 |
| LUNCH  | 40      | 12:20-1:00  |
| Advancing our Work: Focus Groups Discussions       | 50      | 1:00-1:50   |
| Closing & Next Steps                               | 10      | 1:50-2:00   |

### Welcome & Framing the Day:

The welcome and framing session consisted of presentations from Associate Vice Provost for Diversity and Inclusion (AVP) Troy Elias and Interim Provost Janet Woodruff-Borden. Topics included an expression of gratitude, the land acknowledgement, and institutional data around faculty diversity. PowerPoint slides from this and other sessions can be found in the appendices of this report.

### Institutional Framework:

The Institutional Model for Increasing Faculty Diversity was presented by AVP Elias. The model, created by Kimberly Griffin shows how the university thinks about our inclusive recruitment and retention efforts:



Griffin, K.A. (2020) NSF

Austin Hocker, the Assistant Vice Provost for Data and Decisional Support, presented a new data project that will look to track how diverse candidates move through hiring and retention to make strategic and targeted decisions around inclusive recruitment and retention efforts.

### Data project elements:

- Hiring pool diversity
- Yield (offers and hires)
- Current Faculty Diversity
- Retention and Turnover
- Advancement/Promotions

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### Recognizing our Work Poster Session:

The poster session consisted of two parts. First participants were asked to engage in an academic style poster session.

### Posters:

- [Biology Department](#)
- [Clark Honors College Visiting Fellowship in Equity, Justice, and Inclusion](#)
- [College of Design Faculty Mentor Program](#)
- [College of Education Onboarding](#)
- [Lundquist Recruitment and Retention Lifecycle](#)
- [Teaching Engagement Program](#)

Second, an inventory of efforts gathered prior to the event was shown as rotating PowerPoint slides. Participants were asked to add to the inventory via Qualtrics survey if they were aware of efforts that were not included in either the poster session or the inventory. The inventory and survey results are included in the appendices of this report.

### Leadership Voices: UO Deans' Panel:

Four deans representing a broad and diverse swath of our campus community participated in a deans' panel moderated by AVP Elias. The goal of the session was for participants to hear about the college/school level efforts around inclusive recruitment and retention directly from university leadership, and to have an opportunity to ask questions.

### Panelists:

Juan-Carlos Molleda – Dean of the School of Journalism and Communication  
Chris Poulsen – Dean of the College of Arts and Sciences  
Laura Lee McIntyre – Dean of the College of Education  
Sabrina Madison-Cannon – Dean of the School of Music and Dance

### Format:

- **Opening Statement:** Each dean shared their college/school level vision or goals for inclusive recruitment and retention efforts for both tenure track and career faculty.
- **Questions from the audience** (paraphrased):
  - How will potential legal battles around affirmative action impact these efforts?
  - What are we doing about our low numbers of Native American tenure track and career faculty?
  - How can resources be accessed from leadership to develop pipeline programs?

### Takeaways:

- **Takeaway 1:** All schools and colleges are engaged in on-going efforts to increase the number of diverse hires and shared real numbers showing impressive increases in diverse faculty hires for the 2023-2024 cohort; we should expect faculty diversity to increase in 2023-2024.

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- **Takeaway 2:** Inclusive recruitment and retention work is on-going work, there is no silver bullet, it takes an intentional, and sustained institutional effort to make progress.
- **Takeaway 3:** Knowing that often we can't compete based on salary, or on location (necessarily), tailored approaches that speak to an individual candidate's values, passions, or specific needs can work.
- **Takeaway 4:** Limits on affirmative action and other legal repercussions of political climate may require that we change strategies, Michigan provides a model for how we can do this, but the political climate could also drive diverse candidates to seek a more welcoming environment like UO.

### [Advancing Our Work: Efforts of Focus Presentations](#)

Participants heard five presentations of 10 minutes or less about specific efforts of focus. The goal of this session was to hear about inclusive recruitment and retention efforts in varying stages of development and to then provide input for advancing these efforts in the subsequent focus group conversations. Presentation slides are included in the appendices of this report.

### Presentations:

#### **Understanding Faculty Engagement in Active Recruitment**

Presenter(s): Jenna Schuttpelz, Sara Bowman, Maeve Anderson

#### **Faculty Mentorship**

Presenter(s): Sierra Dawson, Maile Hutterer, Charise Cheney

#### **Accelerating Faculty Research Success as a Retention Strategy**

Presenter(s): Kate Petcosky-Kulkarni

#### **Support for Department-Based Community Building**

Presenter(s): Troy Elias

#### **Faculty Recruitment and Retention Roundtable**

Presenter(s): Troy Elias

### [Advancing our Work: Focus Groups Discussions](#)

After hearing efforts of focus presentations, summit participants were asked to self-select into facilitated focus group conversations around one of the topics presented. Each conversation had a unique set of questions, but ultimately asked participants to generate and prioritize ideas to help advance each of the efforts. Each participant was given  $n/4$  votes with  $n=$  to the number of ideas generated in the brainstorming session. The results of the vote are included in the table below.

Effort leaders have committed to using the feedback generated in the focus group discussions to advise their future planning or work in some way. A full accounting of the focus group discussions including questions, group participants, notes, etc., can be found in the appendices of this report. The focus group topics and the top ideas generated by participants are as follows:



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| Focus Group Topic   | Top Ideas   |
|---|---|
| Understanding Faculty Engagement in Active Recruitment        | <ul style="list-style-type: none"> <li>• Guidance on what’s “allowed” in job postings and “targeting” demographic groups (1 vote)</li> <li>• Get to everyone at the beginning of the process (1 vote)</li> </ul>  |
| Faculty Mentorship  | <ul style="list-style-type: none"> <li>• Paid mentorship positions (8 votes)</li> <li>• Best practice guides for units (7 votes)</li> <li>• Robust recognition of effective mentorship (4 votes)</li> <li>• Training for mentors and mentees (3 votes)</li> </ul>   |
| Accelerating Faculty Research Success as a Retention Strategy | <ul style="list-style-type: none"> <li>• New Faculty Orientations – Research Specific (3 votes)</li> <li>• Lifecycle of Grants-Sessions different groups could host workshops (2 votes)               <ul style="list-style-type: none"> <li>○ Now – training videos online</li> <li>○ Need cohort model post-COVID</li> </ul> </li> </ul>  |
| Support for Department Based Community Building - Group 1     | <ul style="list-style-type: none"> <li>• Make it easy (6 votes)               <ul style="list-style-type: none"> <li>○ Provide funding</li> <li>○ “ASA acct for community bldg.”</li> <li>○ Consistent funding for comm bldg. + MODELS for comm bldg.</li> </ul> </li> <li>• Community is Emergent (5 votes)               <ul style="list-style-type: none"> <li>○ Need space and time to develop stop throwing us “new things”</li> </ul> </li> <li>• Department Commencements (4 votes)               <ul style="list-style-type: none"> <li>○ Should come back</li> </ul> </li> </ul> |
| Support for Department Based Community Building - Group 2     | <ul style="list-style-type: none"> <li>• Activities that invest in the people here (8 votes)               <ul style="list-style-type: none"> <li>○ Things that may double as self-care</li> </ul> </li> <li>• Cross-department connections to help students and faculty (7 votes)</li> <li>• Trips to... (5 votes)               <ul style="list-style-type: none"> <li>○ Make land acknowledgment more meaningful</li> </ul> </li> </ul>  |
| Faculty Recruitment and Retention Roundtable                  | <ul style="list-style-type: none"> <li>• Sense of belonging (recruit/retain) (5 votes)</li> <li>• Active recruitment at same level for career (4 votes)</li> <li>• Pipelines/partnerships best practice models (4 votes)</li> <li>• Salary equity especially career eval. / promotion period (accumulations) (4 votes)</li> <li>• Overburden/ “balance” (4 votes)</li> </ul>  |

## Closing and Next Steps:

The Office of the Provost (OtP) and leaders of the efforts of focus committed to three specific next steps:

- 1) The OtP will create and distribute a summit report.



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- 2) The OtP will provide updates on inclusive recruitment and retention efforts via the faculty success and academic leadership newsletters.
- 3) Efforts of focus leaders will use the information from the focus group discussions to inform their planning and/or advance their work.



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Appendices:

[Formatted Agenda](#)

[PowerPoint Slide Deck](#)

[Inclusive Recruitment and Retention Inventory Slides](#)

[Inclusive Recruitment and Retention Inventory Survey Responses](#)

[Advancing our Work: Focus Group Discussion Notes](#)

[Summit Pictures](#)