BEST PRACTICES IN RECRUITING AND RETAINING DIVERSE FACULTY

October 25, 2005 • 1:00 – 3:00 p.m. EDT
OVERVIEW

While the diversity of undergraduate student populations is steadily increasing, faculty diversity continues to lag behind, especially in fields such as engineering and science. Research indicates that a diverse faculty directly contributes to educational quality and excellence, better prepares students to live and work in an increasingly global, pluralistic society and exposes students to a broader range of scholarly perspectives. Achieving faculty diversity, however, remains a significant challenge. Join us to explore hiring and retaining underrepresented groups in the Best Practices in Recruiting and Retaining Diverse Faculty web conference.

WHO SHOULD ATTEND

This web conference will be most valuable for provosts, academic deans, diversity professionals, and human resources professionals tasked with diversifying the faculty.

PROGRAM AGENDA

- Equal Opportunity Law Overview
  - Title VII and Title VI
  - Definition of “Protected Class Status”
- Affirmative Action’s Impact on Higher Education
  - Executive Order 11246
  - Affirmative action vs. diversity
  - Historically underutilized
  - Ethnic or racial minority
  - Women
  - Numerical goals-statistical formulas
- Making the Case for Faculty Diversity
  - Resistance to affirmative action
  - EEO’s limited scope
  - Major U.S. Supreme Court cases
  - Hiring and recruitment policies
- Diversity, Quality and Excellence In Higher Education
  - Diversity/academic excellence
  - Inclusion, innovation and teamwork
  - Proactive policies
  - Expanding applicant pools
  - Student diversity
- Definition of Diversity
  - Inclusion
  - Underrepresented populations
  - Protected class
- Demographic Trends Impacting Undergraduate Diversity
  - Data trends
  - African American
  - Latino/Hispanics
  - Asian/Pacific Islander
  - Native Americans
  - Gender
- Faculty Utilization
  - Affirmative action plan
  - Underutilization definition
  - Availability definition
- Underutilization Issues
  - Climate
  - Credentials
  - Tokenism
  - Validation
  - High turnover
  - Pipeline issues
  - Race, ethnicity and gender bias
- Recruitment Best Practices
- Networking
- Inter-institutional consortia
- Associations/organizations
- Salary sources
- Hiring ABD
- Professional development
- Myths and Stereotypes
  - Search process
  - Institutional competition
  - Qualified candidates
  - Turnover
  - Model minority
  - Beyond parity
  - Discussion arena
  - Personal relationships
- Position Description
  - Flexible criteria
  - Position advertisement
- Search Committee
  - University goals/department
  - Role
  - Representation
  - Consistency
  - Policies and procedures
  - Legal standards
  - Unintended biases
  - Non-traditional candidates
- The Campus Visit
  - University attributes
  - Itinerary
  - Expectations
- Making the Offer
  - Negotiations
  - Salary
  - Offer
  - Incentives
- Post-Search
  - Transition
  - Pre-employment agreements
  - Performance
  - Service
  - Research
  - Multicultural affairs
  - Tenure process
  - Critical mass
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Best Practices Summary
- Administrative leadership
- Accountability
- Mission statement
- Career investment
- Follow-up
- Tenure track
- Mentoring
- Informal networking

Goals
- Recruitment/retention goals assessment
- Fellowships
- Climate
- Training
- Orientation
- Professional development
- Recognition incentives
- Community linkages

INSTRUCTOR
Charmaine P. Clowney, Director of Diversity and Equal Opportunity, Pennsylvania State System of Higher Education

Charmaine P. Clowney has over 15 years of experience as a higher education diversity executive, consultant and attorney. She is currently the Director of Diversity and Equal Opportunity for the Pennsylvania State System of Higher Education. In this position, Charmaine provides strategic leadership to 14 Pennsylvania universities on issues related to diversity policies, institutional access, multiculturalism and employment equity. With 14 universities and nearly 106,000 students, the Pennsylvania State System of Higher Education is the largest provider of public higher education in the Commonwealth of Pennsylvania. Prior to her Pennsylvania State System of Higher Education employment, Charmaine served as Assistant Chancellor of Diversity and Equity and Adjunct Professor of Labor Law at the University of Wisconsin-Milwaukee.

Charmaine is President and CEO of Clowney and Associates, a diversity consulting firm that has presented over 100 diversity training seminars for universities, Fortune 500 companies and federal agencies, including the Equal Employment Opportunity Commission.

She has served as a diversity consultant on the highly acclaimed Milwaukee, Wisconsin PBS television show Dollar Signs. Charmaine has also gained a national reputation as a diversity trainer and consultant and has been a featured speaker for numerous organizations such as Minority Access, Inc., a nationally recognized diversity recruitment and retention organization.

LOGGING-ON TO THE WEB CONFERENCE

After registration, each registrant will receive a confirmation of payment or an invoice, depending on method of payment. Each registrant will also receive an e-mail with appropriate login information and more information regarding the event a few days prior to the start of the event. The day of the conference, you will receive another e-mail with the same information. To log on, you will need a Windows PC and a telephone to receive the audio portion of the event.

WHAT IS A SINGLE SITE CONNECTION?

A site connection allows a single connection to the web conferencing software. We encourage you to set up the event in a conference room or classroom from a single computer in order to allow multiple stakeholders from your campus to participate. Remember, as long as only a single computer connects, you can bring as many people as you want to the event. Because there are no travel expenses and only a single registration fee is required, each additional participant lowers the cost per participant significantly. Purchasing a site connection and inviting everyone involved in a particular topic is a great way to provide cost-effective professional development. Please note that audio is received via the phone line and must be broadcast to your group.

If for any reason a relevant stakeholder cannot co-locate for the session, we encourage you to include that person by purchasing an additional connection at the reduced fee of $195 per session. This will ensure that every member of a team receives the same relevant, timely information in the most efficient way.

If you have any technical or purchasing questions, please contact us at (720) 488.6800.
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REGISTRATION FEES

Postmarked on or before October 14, 2005
☐ Single Site Connection: Best Practices In Recruiting and Retaining Diverse Faculty .......................................................... $350.00
☐ Additional Site Connection: Best Practices In Recruiting and Retaining Diverse Faculty .......................................................... $195.00

(After October 14, 2005 an additional $75.00 fee for the first connection and $50.00 fee for each additional connection applies)

Total amount enclosed or to be charged............................................................................................................................................

WEB CONFERENCE REGISTRATION INFORMATION

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Or enclosed is a check for $____________________ to cover ________ person(s) ________

To register, please call (720) 488.6800 or print out and complete this registration form and fax it to (303) 741.0849. If you wish to send multiple attendees, please complete multiple forms. To pay by check, please complete this form and mail it with payment to:

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Denver, CO 80237

REFUND/CANCELLATION POLICY

Refunds will be issued only if cancellations are received in writing by September 9, 2005. A $75 processing fee will be assessed. After September 9, 2005 a credit (less $75 processing fee) will be issued. The credit will be valid for 12 months and can be used toward any future conferences, web conferences, audio proceedings or web conference archives.

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