

THE BIG LIFT:

Transforming the U Through Advancing Diversity in Hiring Practices

“Our priorities must be to build pipelines to **recruit and retain a diverse faculty comprising the best field-shaping researchers and teachers**, to develop field shapers from within, to support field-shaping work with an infrastructure and culture of high expectations, and to reduce barriers to interdisciplinary partnerships.”

UNIVERSITY OF MINNESOTA STRATEGIC PLAN EXECUTIVE SUMMARY (OCTOBER 2014)

Institute for Diversity, Equity, and Advocacy (IDEA)

The Office for Equity and Diversity **IDEA**, works to transform the university by enhancing the visibility and productivity of an interdisciplinary group of faculty and community scholars. Led by Associate Vice Provost Michael Goh, this group's expertise in equity, diversity, and underrepresented populations leads to innovative scholarship that addresses urgent social issues. IDEA is also designed to enhance recruitment, retention and advancement of a diverse faculty by fostering stronger ties among and with faculty and the local community.

RECRUITMENT – ATTRACTING THE BEST

CLEAR*

This is a faculty of color hiring initiative that supports the university's Strategic Plan to prioritize the recruitment and retention of the best diverse field shapers and researchers for our university. CLEAR is an acronym that summarizes what the research says about best practices for hiring faculty of color – in particular underrepresented minority populations. CLEAR is at once (1) a mindset for diverse hiring; (2) a checklist of best practices; and (3) an intervention plan to improve the diversity of faculty hires.

C	Creating a Campus Climate where faculty of color are attracted to and can thrive. Remember that Composition of Diverse Search Committees matter in ensuring a diverse candidate pool & intentionally educating for and Countering implicit bias that has been shown to negatively perpetuate narrow and homogenous candidate pools.
L	As a Land-Grant University with a mission to engage and serve our diverse communities, we have a Legal Case (Executive Order 11246) to in good faith practice affirmative action in hiring a diverse faculty.
E	Examine Position Descriptions to clearly signal for diverse ideas & experiences.
A	Advertise creatively - Multiple, simultaneous strategies, emphasizing networks and referrals.
R	Pay attention to Relationships during the Campus Visit and Closing the Deal acknowledging that faculty of color are often wondering if they are truly welcomed and if they can envision belonging to our campus and broader community

Identifying and Challenging Implicit Bias in Faculty Search Committees

The presence of implicit bias in faculty search committees can inhibit the university's goal of increasing diversity among its faculty. This workshop exposes participants to the breadth of implicit bias research and helps them recognize shorts cuts that are the result of unconscious or unexamined bias. Participants learn best practices and resources for addressing implicit bias in the context of faculty search committees.



President's Postdoctoral Fellowship Program

Building and retaining a faculty and community of diverse field-shapers across the disciplines is integral to the University of Minnesota's distinctive research, teaching, and service mission and critical to our quality, reputation, and impact as a major research and land grant university. As part of this mission, The University of Minnesota is proud to have joined in a collaborative partnership with the University of California to offer postdoctoral fellowship opportunities at the University of Minnesota.

University of Minnesota offers postdoctoral research fellowships in all academic fields, coupled with faculty mentoring, professional development and academic networking opportunities.

Bridge Fund for Faculty of Color Hires

This fund provides financial support to academic departments that have identified (either through a national search or a target of opportunity procedure) highly desirable candidates of color to fill full-time tenured or tenure-track positions, but do not immediately have adequate funding available to extend an offer of employment.

RETENTION – HELPING FACULTY THRIVE

Multicultural Research Awards (MRA)

These grants encourage and support research that addresses equity and diversity issues related to the IDEA mission. Award recipients present their findings during **Diversity Through the Disciplines Symposia** at various times throughout the year.

Faculty of Color Initiative (FOCI)

IDEA offers community-building events through their Faculty of Color Initiative including: promotion and tenure workshops, small group writing sessions, curriculum building workshops and larger social gatherings.

Faculty of Color Writing Workshops

These workshops support faculty writing throughout the academic year by providing participants with designated time and resources to support and encourage the writing process.

Diversity in the Curriculum: Transforming Your Syllabus

This workshop is open to all UMN faculty & instructors and offers two-part hands-on sessions that engage and assist faculty in revising their course syllabi to include more consideration of diversity. These workshops are offered each year in the Fall and Spring terms.

FOCI Social Gatherings

IDEA invites University of Minnesota faculty of color to biannual social gatherings. Faculty of color gather for an opportunity to meet and enjoy meals together. These informal gatherings are an opportunity for faculty to socialize, network, and build community.

ADVANCING – LEADING IN SCHOLARSHIP AND PRACTICE

The Diversity Community of Practice (DCoP)

This is a grassroots community of faculty and staff from collegiate units across the Twin Cities campus that meets monthly. Its purpose is to develop and leverage personal, professional, and technical expertise, thereby effectively creating innovative strategies that ensure successful implementation of equity and diversity goals at the University of Minnesota Twin Cities.

College-MADE (Multicultural Access, Diversity, and Equity) Initiative

The College-MADE initiative extends and emphasizes OED's philosophy that equity and diversity is everyone's every day work. OED works in consultation with college leaders and the DCoP to derive college-initiated and unique college mission-driven equity and diversity goals. College-MADE engenders college ownership of equity and diversity visioning and encourages accountability in realizing that vision.



IDEA Faculty Profiles

These faculty profiles highlight their outstanding research and community engagement around urgent social issues. The stories are a regular feature, published monthly to the Office for Equity and Diversity blog (<https://diversityumn.wordpress.com/>) and the UMN Campus Climate website.

Gallery of Excellence

Gallery of Excellence highlights faculty from all colleges throughout the University scholarly work around equity and diversity issues. It takes place each fall as part of the annual OED Equity & Diversity Breakfast.

Keeping Our Faculty Symposium

This two-day symposium, held every 2-3 years, addresses the development, recruitment, and retention of American Indian faculty and faculty of color. Keeping Our Faculty is currently the only national symposium focused on advancing faculty diversity in higher education. These symposia have drawn scholars, policymakers, and administrators from over 60 institutions across the country.

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