



LEAD National Leadership Workshop

Recruitment and Retention of a Diverse Faculty in Stem Fields

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To continue to do the same thing over and over again and expect a different outcome is one definition of insanity!

Albert Einstein



Comfort Zone

- ★ Widespread agreement that it is in the best interests of the unit to seek a diverse faculty
- ★ In spite of this, recruitment strategies remain the same
 - ★ Traditional search process
 - ★ Location of ad
 - ★ Role of search committee
 - ★ Required credentials
- ★ **Surprisingly**, the traditional process produces traditional results



Develop Your Own

- ★ Seek qualified candidates through non-traditional approaches
- ★ Develop a partnership with an institution providing appropriate student demographics
 - ★ e.g. Howard University partnership with UT Arlington
- ★ Requirements include:
 - ★ Institutional commitment to the program (mentors, space, financial resources to support research)
 - ★ Institutionally-supported pre-doctoral fellowships
 - ★ Institutionally-supported post-doctoral fellowships



Non-Traditional Sources for Faculty

- ★ Recruit appropriately credentialed faculty from the private sector
 - ★ One-year fellowship to develop research agenda/teaching portfolio outside tenure clock
- ★ 4-year institution
 - ★ Allowances for individual to develop/expand research agenda



First-In Problem

- ★ Problem: may need to develop support /advocate base to ensure that opportunity is perceived as being fair and balanced.
- ★ May require commitment to hire at an advanced level; perhaps to a named or endowed chair
- ★ Develop support base using faculty in related but different departments
- ★ If internal support is limited, utilize an external mentor(s)



Retention requires individual-specific solutions

★ Mentoring

- ★ Develop strategies for success (visit funding agencies)

★ Tenure Clock flexibility

- ★ Example: an approved leave will provide for an automatic extension of the tenure clock by one year

★ Institutional leave policy

- ★ Access institutional 'leave bank'

★ Two-body problem

- ★ Maintain active contacts in the local private sector
- ★ Research faculty appointment with initial investment of 'one-time' funds