LEAD National Leadership Workshop

Recruitment and Retention of a Diverse Faculty in STEM Fields

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

Albert Einstein
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