

## Minority Employment and Retention

### Goal

To design, implement, and evaluate strategies for enhancing minority employment and retention at Morehead State University.

### Objectives

1. Establish responsibilities in the Office of the Provost for a Diversity Assistant/Minority Recruiter.
  - Dr. Clarendia Phillips was hired as Assistant Provost (for Diversity) in the Office of Academic Affairs beginning fall, 2005 with an 11-month contract and a 6-hour (half-time) teaching load.
2. Publish and widely distribute both Affirmative Action institutional hiring goals and Kentucky Plan goals.
  - A Campus-wide Diversity Forum was held in 2005/2006 at which the Affirmative Action Institutional hiring goals and Kentucky Plan goals were discussed and distributed.
  - College Deans have presented and discussed Affirmative Action institutional hiring goals and Kentucky Plan goals with their department chairs at chair's meetings.
3. Regularly attend the annual Compact for Faculty Diversity and other minority faculty and Graduate student recruitment fairs.
  - Ricky Little represented MSU at the Compact for Faculty Diversity in 2004
  - Dr. Phillips represented MSU at the Compact for Faculty Diversity in 2005 and in 2006 along with Department chairs Dr. Dora Ahmadi (2005) and Dr. Greg Russell (2006).
4. Develop and distribute a directory of minority candidates to chairs, directors and search committees.
  - The University obtains an up-to-date minority directory annually from the Compact for Diversity.
  - Human Resources sends position listings to *Diverse*, an on-line and in-print listing for minority faculty candidates, uses *the Affirmative Action Register*, and sends Affirmative Action (position) e-mails to *HighereducationJobs.com*
5. Conduct Training Workshops for chairs, directors and search committee members regarding hiring goals and recruitment strategies.
  - Human Resources held a campus-wide EEO Web Conference during the spring, 2006.
  - Human Resources holds interviewing and hiring workshops for search committee chairs and members including a section on Affirmative Action presented by the Affirmative Action Officer.
6. Establish formal relationships with institutions having predominantly minority Ph.D. candidates and cultivate students to be recruited.
  - Dr. Phillips has sent letters of introduction to 10 institutions having predominantly Minority Ph.D. candidates (there have been no face-to-face visits).
  - Human Resources sends position listings to institutions having predominantly Minority Ph.D. candidates

7. Develop a hiring incentive package that will enable the University to be competitive in the hiring of minority faculty and professional staff.
  - MSU has worked through the salary equity initiative to raise entry level salaries to benchmark averages. Hiring salary packages are competitive and vary by discipline.
  - Moving expense up to \$1,000 offered through the Cultural Diversity budget line.
  - Dedicated (recurring) resources for hiring African American Faculty have been available: Year I (2005/2006): \$138,669, Year II (2006/2007): \$203,669
  - African American Faculty Hired: 2005- Ashley Suttler, Communications and Theatre; Noelle N'Diaye, GGH; Dr. Cleveland, Curriculum and Instruction; 2006- Dr. Alungbe, Industrial and Engineering Technology; Crystal Wilkinson, English, Foreign Languages and Philosophy.
  
8. Coordinate efforts between Academic Affairs and Affirmative Action Officer
  - The Assistant Provost (for Diversity) acts as liaison with the Affirmative Action Officer.
  
9. Develop, implement and promote strategies for recruiting and hiring current and former Minority undergraduate and graduate students (i.e., Dissertation/Teaching Fellowship Program; Standing I MA/MS Prepared Minority Faculty Program; Faculty for the Future Program; Minority Management Development Program)
  - An African American graduate from the Department of Communications and Theatre is studying at UK in the Faculty for the Future Program.
  - Earnestine Winfield (Academic Advisor in Career Services) is working on a Doctorate at U.K.
  - The College of Education hired an African American as the Special Assistant to the Dean (Marlene Helm) through Adron Doran Visiting Fellows fund.
  
10. Establish minority faculty retention initiatives (ie. Minority Faculty Mentoring Program; Salary Equity Increases; Moving Expenses)
  - Salary Equity increases have been available each year, and have been used for the retention of Minority Faculty.
  - James Hodge is the Minority Retention Coordinator
  - Dr. Phillips schedules a half-hour face to face meeting each semester with each minority faculty member.
  - Beginning fall, 2006, Dr. Phillips organized First Friday gatherings for minority Faculty that serve a social networking purpose.

## **Evaluation**

Each Minority Employment Hiring and Retention objective has been implemented to some degree. Significant accomplishments include:

- Hiring a (1/2 time) Assistant Provost (for Diversity)
- Commitment of dedicated recurring monies for the hiring of African American faculty as well as competitive hiring incentive packages including moving expenses.
- Retention initiatives (including retention of minority faculty equity pay monies)
- Regular attendance at the annual Compact for Diversity
- Use of diverse strategies to develop potential African American faculty/administrators.

There should be a regular process established to publish and widely distribute Affirmative Action institutional hiring goals, Kentucky Plan Goals as well as ongoing hiring and retention

data. Human Resources has published some minority hiring and employment data in the HR newsletter annually, and is considering publishing the data quarterly.

There should be regular and appropriate distribution of the Compact for Diversity directory of minority candidates. Human Resources and the Assistant Provost should work in concert to distribute the directory to chairs, directors and search committees.

Human Resources should continue to conduct training workshops for chairs, directors and search committee members regarding hiring goals and recruitment strategies for minorities. Currently these are offered once a year. HR has been limited recently due to staffing issues and time commitment to Datatel training.

The Assistant Provost should explore the feasibility of attending minority faculty and Graduate Student recruitment fairs in addition to the Compact for Faculty Diversity.

There should be continuing efforts by the Assistant Provost to establish formal relationships with institutions having predominantly minority Ph.D. candidates and to cultivate students to be recruited. Given that the Assistant Provost has a half-time teaching load, it would be good to assess, determine and establish realistic diversity related responsibilities for the position. The University should determine whether the position title should reflect the diversity responsibilities (ie: Assistant Provost for Diversity). The Assistant Provost should continue to explore the diverse strategies available for development of future minority faculty (Dissertation/Teaching Fellowship Program; Standing I MA/MS Prepared Minority Faculty Program; Faculty for the Future Program; Minority Management Development Program).