

APPENDIX III

MINORITY FACULTY RECRUITMENT AND RETENTION RESOURCES

There are multiple publications and resources available that can provide further information about developing successful minority recruiting and retention programs. The IUPUI Office for Multicultural Professional Development has compiled a list of minority faculty recruitment and retention information resources (IUPUI undated). DiversityWeb, developed by the Association of American Colleges and Universities, is another source of information that provides access to faculty and staff development resources, including information about recruitment, tenure, and promotion (AAC&U undated). In addition, the American Psychological Association Commission on Ethnic Minority Recruitment, Retention and Training in Psychology (CEMRRAT) has posted a list of resources available to improve diversity in the field of psychology (APA 2000), and the University of Michigan's Center for Research on Learning and Teaching has developed a list of resources to guide the development of faculty mentoring programs (CRLT 2001).

West Chester University of Pennsylvania's Office of Social Equity has prepared a list of best practices for recruiting minority faculty, which includes some of the suggestions in this report as well as specific recommendations that institutions can implement (e.g., sending recruiters to other institutions to meet face-to-face with potential candidates, requiring diversity training for faculty search committee members, and recognizing and supporting departments in their efforts to diversify their faculties) (WCUPA 1998). In addition, Smith (2000) documents recommendations for recruiting minority faculty based on the findings of a 1996 study to learn about the job market for minority faculty candidates. The study indicated that minority candidates with a "champion" were more likely to be appointed for faculty positions. A champion is defined as "someone at the hiring institution, on the search committee, or from the candidate's graduate institution who knew or got to know the candidate and served as a support. The champion facilitated communication, advised the candidate about the process, and made sure the committee had the opportunity to fully assess the candidate's talent" (Smith 2000, 51-52).

There are other documents that provide information about the people who receive doctorate degrees in the United States each year that can be used to gauge how many potential minority candidates exist in a particular field. The National Opinion Research Center at the University of Chicago publishes an annual report, *Doctorate Recipients from United States Universities* as part of its survey of earned doctorates, which provides demographic information on doctoral recipients (NORC undated). The American Council on Education also produces an annual status report, *Minorities in Higher Education*, which includes an assessment of faculty diversity and minority doctoral recipients (ACE 2003).

Daryl G. Smith and Caroline S. V. Turner created a "diversity on campus" reading list of publications that address issues related to minority faculty in higher education, which appears at the end of Smith's (2000, 52) article on diversifying faculty. JoaAnn Moody (2004, 1) recently published *Faculty*

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Diversity: Problems and Solutions, in which she calls on faculty and administrators to “become a large part of the solution,” because they are the ones who are often “causing the problem.” In her book, Moody discusses ways in which universities and colleges can recruit and retain underrepresented minority faculty. She provides a summary “checklist” in an appendix of all of the “good practices” for recruiting, retaining, and mentoring minority faculty members that are highlighted in her book (232-235). Moody also recommends Caroline Turner’s *Diversifying the Faculty: A Guidebook for Search Committees* (Turner 2002). Turner’s monograph describes what institutions can do before, during, and after the faculty search process to recruit and retain minority faculty. Turner provides resources for faculty search committees in several appendices and an annotated bibliography.