

Upper Midwest Higher Education Recruitment Consortium (UMW HERC)

Spring 2018 Member Workshop

“Retaining Faculty and Staff of Color: Strategies that Work for Your Campus”

Thursday, June 7th, 2018, 9:00 a.m.-12:00 p.m.

Mitchell | Hamline School of Law
875 Summit Avenue, St. Paul, MN

Registration 8:30-9:00 a.m.

Workshop 9:00-12:00

Workshop Facilitators:

Anne Phibbs, Ph.D.
Founder and President
[Strategic Diversity Initiatives](#)

Virajita Singh
Assistant Vice Provost, Office for Equity
and Diversity
Senior Research Fellow/Adjunct
Assistant Professor
Design for Community Resilience-
Center for Sustainable Building
Research
College of Design
University of Minnesota

Scholarships to help interested HERC members and prospective members attend membership meetings are available through UMW HERC. Representatives from institutions in the Lake Superior, Lakes and Valley, Mississippi Valley, and Southern Prairie sub-regions are eligible to apply for these scholarships. To receive scholarship information, send an e-mail to umwherc@umn.edu.



Many campuses now have initiatives aimed at recruiting faculty and staff of color. Workshops focused on implicit or unconscious bias in hiring and promotion have helped advance the conversation about how notions like "good fit" can actually function to exclude candidates of color. But what happens once the candidates become faculty or staff? Do they find a welcoming and affirming climate - in their departments, colleges, and on campus? Do they face a fair assessment of their teaching, research, and service? Or will they struggle to fit in, find community, be fairly assessed, and be offered opportunities for promotion, all while being tapped for "extra" diversity work, no matter their field? In this interactive workshop, participants will have the opportunity to identify their own campus' retention challenges, share and learn about best practices for retaining staff and faculty of color, and come away with concrete "next steps" their campus can take to increase retention.

All faculty and staff at UMW HERC colleges and universities are welcome to attend this free event.

Register at <https://goo.gl/forms/2jRXBegg0Ama5g9k2> by **May 31st**. Preregistration is appreciated, but not required.

Building and parking maps: <https://mitchellhamline.edu/life/maps-of-campus/>

Additional questions: Contact Mary Everley, Director, UMW HERC, 612-626-0775, umwherc@umn.edu.



