VALUING BLACK LIVES TASK FORCE
STAFF AND FACULTY RECRUITMENT AND RETENTION SUBCOMMITTEE
Develop and advance a strategic framework with a particular focus on valuing Black lives

Analyze our current practices for Black staff and faculty recruitment and retention

Opportunities and challenges affecting Black staff recruitment and retention

Develop progressive strategies to attract and retain Black staff and faculty members
OUR JOURNEY

Staff and Faculty Retention Subcommittee

- Staff subgroup
- Faculty subgroup

Feedback Sessions with Affinity Groups

Data, reports, and logistics

Critical Race Theory and Literature Review
Staff Recommendations

- Branding and Sourcing for Talent
- Selecting Talent
- Onboarding and socialization
- Retention, Development, and Engagement
STAFF RECRUITMENT RECOMMENDATIONS

- Branding and Sourcing
- Selecting Talent
- Onboarding and Socialization
STAFF RETENTION RECOMMENDATIONS

- Culture and Climate
- Leadership Development
- Professional Development
- Recognition and Appreciation
Faculty Recruitment, Hiring, & Retention Recommendations

- Build Pipeline
- Increase Accountability
- Reward Excellence
- Early Intervention
- Increase Accountability
- Foster Inclusive Communities
FACULTY RECRUITMENT & HIRING RECOMMENDATIONS

Build Pipeline
Increase Accountability
Reward Excellence
FACULTY RETENTION RECOMMENDATIONS

- Early Intervention
- Increase Accountability
- Foster Inclusive Communities
CLOSING REMARKS

HOW WILL THIS EFFORT BE DIFFERENT?

- Long-term
- Accountable
- Resources
- Inclusive
- Supportive
- Work Together!
COMMITTEE MEMBERS

Daniel Ayala, MWP Non-Senate Faculty (Non-Senate Faculty co-lead)
Yesenia Curiel, Director, Campus Advocacy, Resource and Education (CARE) (Staff Member)
Hannah Ewing, Development Officer (staff member)
Sean Malloy, Associate Professor of History (Senate Faculty co-lead)
Teenie Matlock, Vice Provost for Academic Personnel (Administrative co-lead)
Rosana (Ro) McKinney, Senior Executive Recruiter (staff member)
Chioma Ndubuisi, Director, Project Management Office (staff member)
Guillermo Ortiz, Sustainability & Diversity Educational Programs Manager (staff member)
Nicole Pollack, CHRO & Assistant Vice Chancellor Human Resources (Administrative co-lead)
Gloria Quintana, Executive Assistant to Vice Provost for Academic Personnel
Zulema Valdez, Associate Vice Provost for the Faculty (Faculty/Admin co-lead)
Tashelle Wright, Graduate Student (Graduate Student co-lead)