



# VALUING BLACK LIVES TASK FORCE

STAFF AND FACULTY RECRUITMENT AND RETENTION SUBCOMMITTEE

## CHARGE OF THE COMMITTEE



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

# 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



Onboarding and  
socialization



Selecting Talent



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)

