



Western Interstate Commission for Higher Education

Faculty Recruitment and Retention: Investing in Your Future through Internal and External Partnerships

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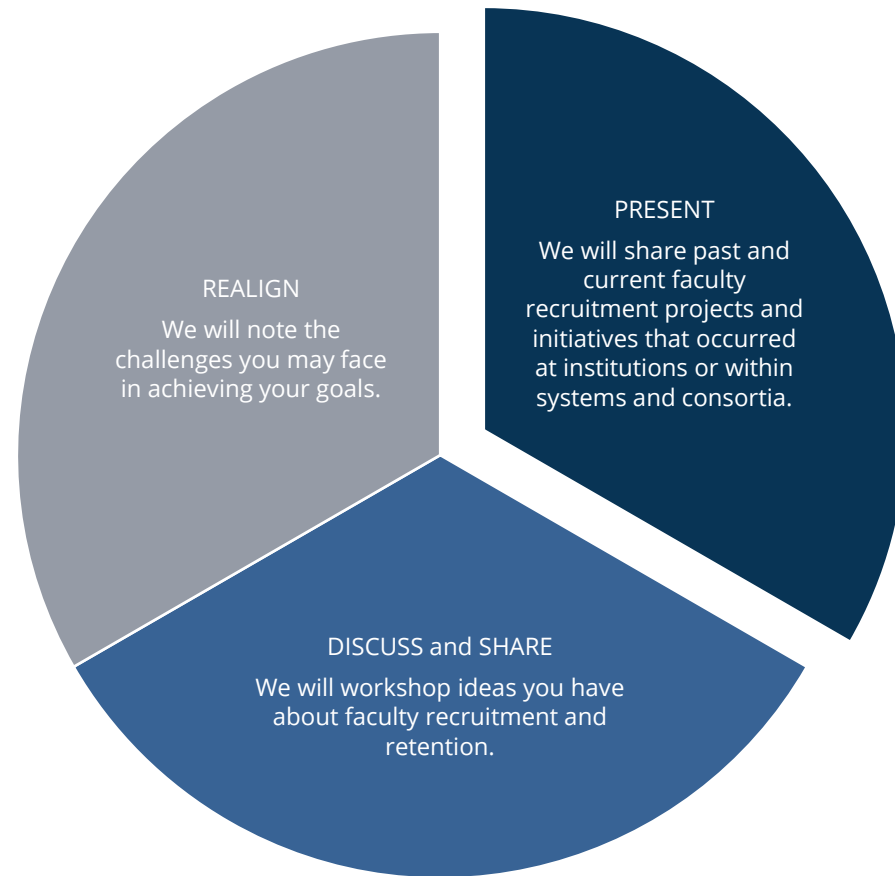
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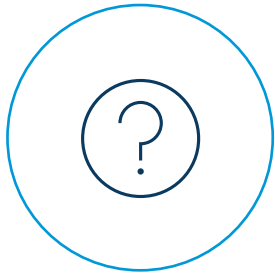
Belonging isn't something any one of us creates for ourselves; it's the product of a shared commitment by all to create a space in which employees can be themselves fully and have that fullness honored and celebrated.

***- Rosanna Durruthy
VP of Global Diversity, Inclusion, and Belonging
LinkedIn***

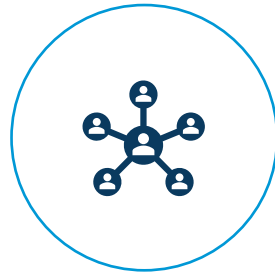
SESSION OVERVIEW



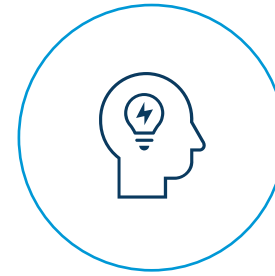
MANAGING EXPECTATIONS



**EVERYTHING
ELSE**



**NETWORK
CAPACITY**



**IDEAS AND
VALUES**



**INSTITUTIONAL
GOALS**

DATA POINTS

The median faculty turnover rate was 8.3%.
- CUPA-HR, 2019

First-generation students represent 56% of undergraduates in the U.S.
- Vue, Education Sciences, 2021

Only 10.1% of STEM faculty is from underrepresented groups.
- APLU, 2020

According to 2020 data, about 71 percent of faculty in the United States are non-tenure-track faculty.
- IPEDS, 2021

In sociology, more than $\frac{1}{4}$ of bachelor's degrees are earned by Hispanic students, yet the share of doctoral recipients is 16% lower.
- Urban Institute, 2023

Higher education institutions will need to diversify their faculties at about 3.5 times the current pace if they want faculty to reflect the U.S. population in terms of race by 2050.
- Matias, et al, Nature Human Behaviour, 2022

RECRUITMENT

Formal and Informal Efforts



FORMAL STRATEGIES

INSTITUTION

The Consortium for Faculty Diversity ([CFD](#))

Preparing Future Faculty ([PFF](#))

MOA with an HBCU/Howard University

University of Florida and Santa Fe College [Faculty Development Project](#)

PROSPECTIVE FACULTY MEMBER

FORMAL STRATEGIES



**UNIVERSITY &
COMMUNITY COLLEGE
PARTNERSHIPS**



INTERNSHIPS



**STRATEGIC
ADVERTISING**

INFORMAL STRATEGIES



INTERNAL AND EXTERNAL

REFLECT & SHARE

Take 2 minutes to reflect on the formal and informal strategies you learned about over the last few minutes.

- **What are your takeaways?**
- **What are some potential areas of investigation?**
- **Who must you speak with to implement the planned action?**

RETENTION

Keeping Your Faculty



RETAIN: RECOGNITION + REWARD

- **Create a cohort of new faculty members**
- **Open and frequent discussions about diversity**
- **Invest your time in these efforts**

FUTURE FACULTY MEMBERS KNOCKING

KNOCKING AT THE COLLEGE DOOR

Projections of High School Graduates • December 2020

**Who are your future
faculty members?**



Peace Bransberger
Patrick Lane

WICHE
Western Interstate Commission
for Higher Education

with support from **CollegeBoard**

REFLECT & SHARE

Faculty retention is as important as recruitment, given the potential high cost of recruitment.

- **What do your faculty most need/request?**
- **What should the campus consider doing to demonstrate or enhance a sense of belonging?**
- **When and where do you and your people discuss the importance of faculty diversity?**



IMAGINE CHALLENGES AS OPPORTUNITIES

What one no-cost-low-cost action can you take to improve faculty recruitment and retention?

THANK YOU!

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