



We're For Strategic Planning

Goal Six:

Recruit and Retain Great Faculty and Staff

Initiative: 1 **Initiative Name:** Enhance the Quality of Life for Faculty and Staff

Introduction

Many factors contribute to an institution's ability to recruit and retain quality faculty and staff. While salary and prestige were once thought to be primary drivers to successful institutional recruitment and retention efforts, recent studies reveal that faculty and staff have begun to place a heavier emphasis on intangible factors that contribute to quality of life and professional development in decisions to join and stay with an institution. The "Enhance the Quality of Life for Faculty and Staff" initiative is multifaceted and focuses on creating a culture at Indiana State University that attracts and retains high quality faculty and staff. Policies and programming related to child care, elder care, successful work-life integration, relocation assistance, salary equity, spousal and partner accommodation, and domestic partner benefits are investigated and implemented, where possible.

Purpose

The purpose of Goal 6 is to recruit and retain quality faculty and staff. Initiative #1 focuses specifically on quality of life. While some of the sub-initiatives are large, the underlying purpose of this initiative is to transform the culture of the institution through small, but meaningful, actions. The specific purposes of the initiative are to:

- a) Increase retention of faculty and staff.
- b) Develop high quality programming related to work life integration and professional development.
- c) Through the retention of high quality staff and faculty increase student retention.

Methods

In FY 2014, we have completed a campus wide climate/job satisfaction assessment using nationally recognized tools from the Collaborative on Academic Careers in Higher Education and the Society of Human Resource Management. We achieved response rates of 68% and 54% respectively. We identified areas of strength in the faculty climate related to personal and family policies, interdisciplinary work, and senior leadership. We have identified areas of weakness in service, teaching, collaboration, mentoring, promotion, departmental collegiality and quality, and appreciation/recognition. Among the staff we identified strengths within each unit with strong relationships among co-workers and with immediate supervisors. We found areas of weakness in career advancement opportunities and administrative support. We also identified significant differences in the experiences of faculty of color and tenured faculty, which we hope to address in collaboration with other Goal 6 initiatives and the Department Success Taskforce.



The Pathway To Success

We're For Strategic Planning

Discussion

Due to the strength in participation and collaboration, we intend to institutionalize the annual Work-Life Integration Conference and the social activities for new hires (both faculty and staff). This will allow us to focus on four new primary goals:

1. Development of Collaborative Teaching Program
2. Development of Advanced Mentoring Program
3. Development and distribution of Outstanding Junior Faculty and Outstanding Instructor/Lecturer Awards
4. Collaboration with other Goal 6 initiatives and the Department Success Taskforce to resolve discrepancies among faculty of color and tenured faculty

We will continue to support our collaborations with the New Faculty Orientation, Office of the President, Interdisciplinary Programs, and the Work-Life Integration Conference, but these will not be the future focus of the initiative.

Summary

The results of our assessment have yielded actionable items for our initiative teams to work on. Our need to collaborate with other Initiatives is evident in the findings and will likely result in additional programming and connections across campus to resolve our campus climate issues.

Members of the initiative team include: Katie Butwin, Barbara Eversole, Teresa Exline, Kelly Hall, Debra Isreal, Tina Kruger Newsham Linda Maule, Susan Powers, Katherine Zimmer. Additional members engaged with the Campus Climate Assessment include: Michael Arrington, Eli Bermudez, Linda Ferguson, Connie McClaren, Patty McClintock, John Pommier.

Initiative Chair(s) and Contact Information

Lindsey E. Eberman PhD, ATC
Associate Professor/Program Director, Post Professional Athletic Training Program
Department of Applied Medicine and Rehabilitation
Lindsey.Eberman@indstate.edu