



The Pathway To Success



We're For Strategic Planning

Goal Six:

Recruit and Retain Great Faculty and Staff

Initiative: 4A **Initiative Name:** Expand the Diversity Found in the Composition of the Staff at Indiana State

Introduction

The concept of diversity includes acceptance and respect...Diversity involves not only how people perceive themselves but also how they perceive others. Those perceptions affect their interactions" (Patrick & Kumar, 2012, p. 1). President Bradley recognized this and determined that enhancing diversity at Indiana State University as a top priority upon coming to ISU 2008. Much like working together to facilitate student success, enhancing diversity at ISU is everyone's responsibility. Diversity is a commitment. It brings more skills, ideas, opinions, perspectives, and abilities to the table. Additionally, Katz and Miller (2002) stressed that, "inclusion increases the total human energy available to the organization. People can bring far more of themselves to their jobs because they are required to suppress far less" (Williams & Clowney, 2007, p. 4).

Purpose

Job satisfaction for those in stigmatized groups can be directly related to respectful treatment (Judge, Piccolo, Podsakoff, Shaw & Rich, 2010). In other words, respect can be tied to whether ethnic minorities feel included or welcomed into a new environment. Hiring diverse staff is only the first step. ISU has the duty to transition from a uni-dimensional to a multi-dimensional framework in diversity leadership. This framework assumes that no single dimension of diversity takes place in isolation. Using a multi-dimensional framework is more descriptive and fitting for unique individuals that we are who have a multitude of experiences, variety of different interests, and backgrounds. "

Methods

In order to provide a high-quality education for all students and create an inclusive environment for all employees, ISU must make equity a priority in all facets of the campus community. This initiative facilitates the growth of an atmosphere that is accepting of our differences - not one that only focuses on diversity but one that illustrates ISU's commitment to inclusion.

The key to recruiting and retaining diverse staff involved three steps: 1) how diverse candidates were introduced to ISU and Terre Haute as a prospective hires; 2) how diverse individuals were welcomed as a new hires; and 3) how new diverse employees were finally acclimated to their new environment. These three stages became and remained the primary focus of Goal 6 Initiative 4A.



Discussion

Goal 6, Initiative 4A has been successful in many ways in facilitating campus movement toward the goals with respect to staff diversity. However, as noted in each Council on Diversity Report since 2008, we need to accelerate our efforts in recruiting, hiring, and retaining minority staff.

For FY14, this initiative committee focused on beginning the process of changing the university culture via introducing, welcoming and acclimating new minority staff to the ISU community:

FY2014 WORK PLAN INITIATIVES SNAPSHOT

Step One – Introduce candidates to ISU and Terre Haute as prospective hires

1. Development of web presence that “sells” ISU and Terre Haute to prospective hires – ACHIEVED
2. Began process of creating an atmosphere that is accepting of our differences - not one that only focuses on diversity but one that illustrates ISU’s commitment to inclusion – IN PROCESS

Step Two – Welcome to ISU and Terre Haute as new hires

1. Increased campus awareness of new affinity groups – ACHIEVED
2. Increased training and professional development for Diversity Council Board members – ACHIEVED

Step Three – Acclimate new diverse employees to their new environment

1. Developed welcome reception for new minority hires with representation from administration/divisions/colleges/Terre Haute community sponsored by the Diversity Council – ACHIEVED
2. Provided funding to diverse speakers to present at ISU throughout the year – ACHIEVED
3. Continued the Train the Trainer program (Sycamore Safe Zone, Bafa Bafa, and Eye on Diversity series) to ensure fully trained diversity facilitators in each division/college – ACHIEVED
4. Provided funding for professional development and/or training of diverse staff (via Certified Diversity Professional certification program and conference attendance) – ACHIEVED
5. Celebrated and acknowledged the achievements of individuals, divisions, and colleges that strive to facilitate the growth of inclusion at ISU – ACHIEVED

Summary

Diversity is a commitment. It brings more skills, ideas, opinions, perspectives, and abilities to the table. Additionally, Katz and Miller (2002) stressed that, “inclusion increases the total human energy available to the organization. People can bring far more of themselves to their jobs because they are required to suppress far less” (Williams & Clowney, 2007, p. 4). Clayton-Pedersen, O’Neill, and Musil (2009) explained:

It reflects a striving for excellence in higher education that has been made more inclusive by decades of work to infuse diversity into recruiting, admissions, and hiring; ...and into administrative structures and practices (p. 6)

The key to recruiting and retaining diverse staff involves three steps: 1) how minority candidates are recruited to ISU and Terre Haute as a prospective hire; 2) how minority staff are engaged as new hires in the Terre Haute, departmental/divisional, and university communities; and 3) what measures are being used to retain minority employees in the three new environments they find themselves. These three stages became and will remain the primary focus of Goal 6 Initiative 4A.

Initiative Chair(s) and Contact Information

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