Introduction:

The purpose of this project is to review, improve and expand our processes regarding recruitment, selection and retention of our faculty workforce. Our goal is to hire a workforce that mirror the GRCC student body in terms of minority representation. Currently, our staff is 19.5% minority. Fall 2012 enrollment report indicates our student population is 24.1% minority. Our target is to be within 5% of the student body in term of minority representation. We have now moved within 5% and will continue our efforts to mirror the 24.1%! Our indicator of success (SS9) updated chart indicates our trends for both employee and student minority populations.

Results:

SS9: GRCC faculty/staff mirrors the student body in terms of minority representation

This table compares the percent of credit students from racial/ethnic minority groups with the percent of employees from minority groups (fall semester data). Our goal is that our employees reflect the diversity of the students we serve.
**Goals:**
The team has divided our goal into four areas. The sub-areas are identified later in project worksheet and timeline.

- Marketing, Communication and Collaboration of CAP 5.2.1 work.
- Recruiting, Selection and Hiring our workforce.
- Retention for the newly hired, diverse employee.
- Creating the Culture necessary for recruitment, selection and retention of a diverse workforce.

**Next Steps**
- a. Continue our review of data and conversations regarding our processes.
- b. Finalize and deliver the new training for screening committee members.
- c. Planning for “new work” for our sub-teams and assigning year two work.

**Challenges:**
- We cannot make an impact on faculty percentages at this point in time
  - We are not hiring
  - If we do hire, full time temporary opportunities tend to limit the pool and limit the diversity of the pool.
- How do we help all employees understand the importance of this CAP work while balancing legal implications and institutional values.
- We need leadership to continue to advocate this important work is to diversify our workforce.
- Our CAP has cultural implications and is distinctive from other CAPs.