

Student Success Update

COLLEGE ACTION PROJECTS

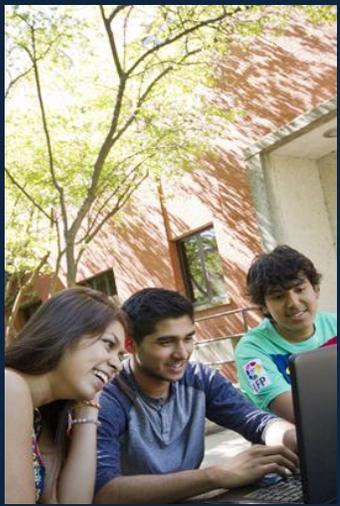
Project Title: Strengthen the recruitment and hiring process so to attract highly qualified, highly diverse full time and adjunct faculty **Project #:** 5.2.1
Project Author: Cathy Wilson **Date:** January, 2013
Project Team: Laurie Chesley, David Selmon, Steve Abid, Paula Sullivan, Sara Dorer, Mursalata Muhammad, Lilly Anderson, Bill Faber, Eric Williams, Chris Arnold, Jessica Berens,

Highlights:

*Our data reflects improvement. At 19.5%, employees are now within 5% of our student minority population. Adjunct employee percentage is also improving.

*Our recruitment results indicate that we do have diversified applicant pools.

*We hope to receive external support/funding for the Culture Audit.



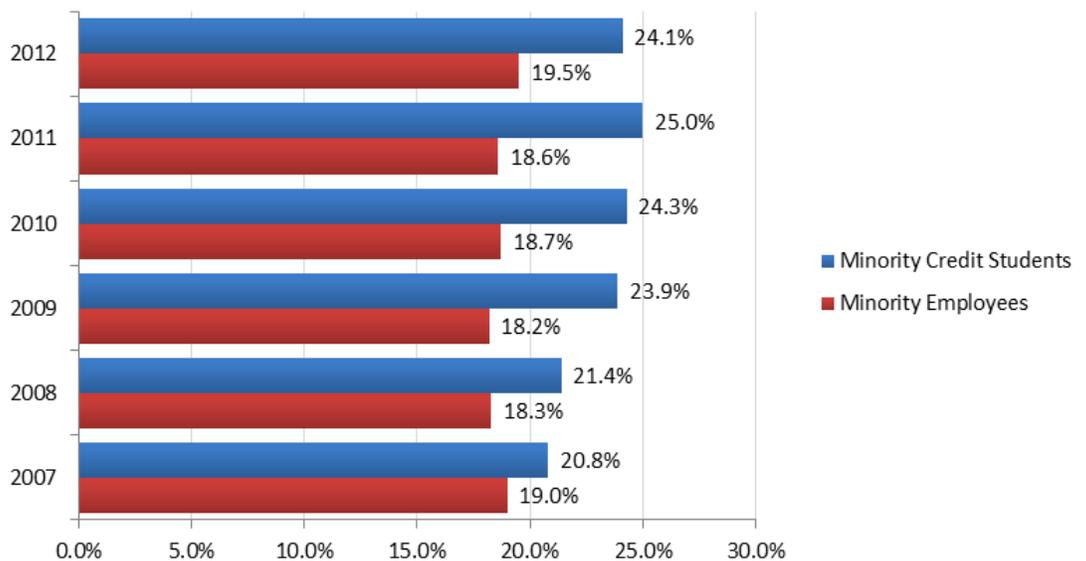
Introduction:

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.**

