

## **Recruitment Practices in Human Ecology**

While there are no mandated processes, the fact that approximately half of the college is women helps instill a culture that easily accepts inclusion and diversity in faculty searches. The Dean, Associate Dean and Chairs traditionally work closely together to ensure productive recruitment practices.

- The Associate Dean meets with each Chair while searches are being initiated and stress the importance of finding diverse candidates.
- The Associate Dean involves the Director of Human Resources to help coordinate the advertising of the position and other related aspects of the search.
- Each search begins with a request for a search to the Associate Dean with a specified search committee. Searches are not approved until a search committee has been established and search plan (including where the position will be advertised) proposed. The Associate Dean works closely with the Chair, with appropriate consultation with the HR personnel.
- After reviewing the applications the search committee requests approval to bring a specified set of candidates to campus (usually 3). The chair of the search committee is also asked to document the number of minority applications and if none of the minority candidates are among the finalists, is asked to explain why they are not among the top candidates.

## **Retention Practices in Human Ecology**

- The Dean, Associate Dean and Chairs work together to be as aggressive as possible to put together effective counter-offers for faculty with outside offers.
- Each year, the Associate Dean and Chairs identify strong faculty women, and even in cases where such women are not yet seeking counter-offers, the administration treats them as retention targets. Enhancing annual salaries and boosting salaries at time of promotion are common strategies for retaining highly qualified women and minorities.
- Human Ecology duplicates Provost Martin's model for salary equity inside the College. The Associate Dean studies salaries each year. He/she then consults with the Chairs on cases of salary inequity. The Chairs recommend salary increases and contribute departmental funds toward this effort, while the Associate Dean supplies additional SIP funds to underpaid faculty to bring them in line with their peers. This effort helps keep the college and its departments competitive nationally as well as internally equitable. By duplicating the model we can evaluate the impact of proposed SIP raises on equity and adjust as necessary. Such efforts at maintaining salary equity are reported annually to the Provost and the Vice President of Planning and Budget.