

To: Lisa Fowler, Lead for Strategy #7
From: Chris Martin
CC: Jeff Aird

Date: July 12, 2022

Re: Strategy #7, Increase Diversity in Hiring and Retention

Charge for 2022-23

After reviewing this year's strategy/CWT charge (found on the [CPC SharePoint site](#)), and the recommendations from your year-end report, I have determined the charge for next year will include the following elements:

- Create a toolkit for deans and associate deans to assist in seeking out more diverse faculty hires, including creating a recruitment plan for PWC focused on reaching diverse faculty candidates to inform of opportunities at SLCC.
- Implement an exit survey for full-time and part-time employees that identifies opportunities for improvement in retention and campus climate, reporting out findings to cabinet at least annually.
- Develop a dashboard/reporting tool to track and display outcomes of PWC hiring and retention efforts with a focus on preserving and increasing the diversity of our employee base.
- Collaborate with Vice President for Equity, Diversity and Transformation to support plans for the hiring and development of faculty and staff committed to equity and justice

Implementation Action Plan

Proposed Action (charge element)	Deliverable	Due By (date)	Assigned to (Person)
Development and Delivery of dashboard reporting tool	Develop real time data capture and reporting of PWC key data elements.	May 1, 2023	Rick Enyard, Lisa Fowler, Bill Zoumadakis
Roll-Out of Exit Survey developed in FY22	Fully implement the exit survey and begin the tracking and reporting of results.	December 31, 2022	Lisa Fowler
Create Toolkit and Recruiting Plan for hiring diverse faculty	Creation of Toolkit for Deans and Associate Deans; Creation of Recruiting Plan	December 31, 2022	Cha McNeil James Broadbent
Enhanced Recruitment Efforts in Support of Diverse Hires	Inclusion of Land Acknowledgement Statement and Emerging HIS status on all Job Postings.	October 1, 2022	Marni Fisher
Development of Search Advocate Dashboard	Roll Out of dashboard to track progress of Search Advocate Program in supporting diverse hiring.	December 31, 2022	Cha McNeil Anjali Pai
Collaborate with VP of Equity, Diversity and Transformation	Quarterly meetings to discuss collaboration, shared programming, and track progress	September 30, 2022	Rick Enyard Anjali Pai Cha McNeil