



## **SELECTED CU DENVER INITIATIVES IMPLEMENTED TO POSITIVELY IMPACT THE DIVERSITY OF FACULTY AND STAFF**

### **JOINT RECRUITMENT AND RETENTION INITIATIVES**

#### **INCLUSIVE EXCELLENCE PLANS/CAMPUS AND WORKPLACE CULTURE PLANS**

CU Denver's strategic plan goals to be an equity serving institution and best place to work have guided targeted efforts across the campus to increase a sense of belonging and employee satisfaction. To support those efforts, schools and colleges submitted their inclusive excellence plans February 2023 and administrative units are completing plans in late spring 2023.

#### **COMPREHENSIVE COMPENSATION COLLABORATIVE (CCC)**

The 3C project is developing a comprehensive compensation framework that embraces CU Denver's values as an equity serving institution, including pay equity by clarifying our current compensation systems, identifying where improvements are needed, and providing a path forward for implementation. This multi-phase initiative is already underway and scheduled for completion in June 2024.

#### **REWRITING JOB DESCRIPTION TEMPLATES**

Working with data collected through the 3C project, talent acquisition professionals are rewriting job description templates to more accurately reflect career families and with a focus on equity language.

#### **MULTI-YEAR CONTRACTS FOR IRC FACULTY**

A proposal to implement multi-year contracts for clinical teaching track faculty and instructors in fall 2023 is currently under review.

#### **MULTILINGUAL PROJECT**

CU Denver strives to promote multilingualism as a strength to support individuals whose first language is not English. In addition to deploying translation services and software for multiple languages, many offices will prioritize hiring bilingual and multilingual staff in order to communicate more effectively with CU Denver's diverse community. Bilingual faculty will also be uniquely equipped to create an inclusive classroom environment. Work in this area will be ongoing.

#### **ADDITIONAL COMPENSATION INITIATIVES**

CU Denver has increased staff salaries to match market rate increases for approximately 75 employees. The university has also recently raised minimum salary ranges to meet Denver's current minimum wage of \$17.29 an hour, increased lecturer pay by 6% over the past year, and supported the implemented of base salary increases for instructors in the College of Arts and Media.

## RECRUITMENT INITIATIVES

### **SEARCH ADVOCATES PROGRAM**

With support from the system, CU Denver has trained faculty and staff members within our campus community and paired them with faculty and high-impact staff searches to ensure equity guides decisions throughout the search process.

### **REVIEW OF JOB DESCRIPTIONS TO MINIMIZE BIAS IN RECRUITMENT**

Currently, professionals in CU Denver's Human Resources office are reviewing position descriptions and working with hiring authorities and search committees to mitigate the risks of bias in and providing consultation to minimize bias in descriptions and postings.

### **FOCUSED MARKETING TO EXPAND DIVERSITY IN CANDIDATE POOLS—A PARTNERSHIP WITH JOB ELEPHANT**

A new third-party vendor was brought on to support all four CU campuses. CU Denver is leveraging this vendor to assist with expanding the representation of diverse candidates within our pools and to recruit candidates for some of the positions that are most difficult to fill.

### **POSTDOC-TO-TENURE-TRACK PATHWAY**

CU Denver has developed a structured pathway to tenure-track faculty jobs in STEM fields for postdocs from diverse backgrounds in coordination with the Hispanic Serving Research Universities Alliance (HRSU).

## RETENTION INITIATIVES

### **SUPERVISOR ACADEMY PROGRAMS**

This two-year program for staff supervisors provides professional development focusing on managerial and leadership skills. It was launched in fall 2022 and will be expanded in fall 2023. The program helps to strengthen working relationships between supervisors and those who report to them with benefits for employee retention.

### **ACADEMIC LEADERSHIP ACCELERATOR PROGRAM**

Since its launch in September 2022, more than 40 CU Denver deans, chairs, and program directors have convened monthly for sessions in which they discuss leadership approaches, test them in real-world scenarios, and discover how their own ideals and experiences can inform a unique leadership style. Participants get access to an extensive leadership resource and training library through Academic Impressions. As the year progresses, curricula will increasingly intersect with CU Denver strategic priorities, including equity, enrollment planning, and program development.

### **RETENTION INTERVIEWS PROJECT**

A committee is developing a retention interview strategy and tools to launch late spring, providing comprehensive exit, transfer, and stay interviews. This work will help leaders to better understand the various factors influencing employee retention.

### **REDESIGN OF THE NEW EMPLOYEE ORIENTATION EXPERIENCE FOR STAFF & FACULTY**

Committees are working to reimagine and redesign new employee orientation and onboarding for faculty and staff to provide a better experience to new employees as they begin new roles at CU Denver. A new program will launch in fall 2023.