

STRATEGIC PLAN UPDATE ON FACULTY AND STAFF NEW HIRES AND RETENTION

UNIVERSITY OF COLORADO COLORADO SPRINGS

DIVISION OF DEI



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The Division of Diversity, Equity, and Inclusion (DEI) aspires to strengthen innovation, impacts, and practices as integral components of inclusive and academic excellence. We are committed to fostering an inclusive learning and work environment where all at UCCS feel a sense of belonging and can thrive. The DEI Division comprises the Office of the Vice Chancellor for DEI, the Office of DEI Education and Outreach, and the Office of International Affairs.

- **DEI Collaborative**
- **DEI Staple Training**
- **Inclusive Belonging Spotlight Series**
- **Heritage Month Learning Series**
- **MLK Days of Service and Action**
- **Colorado Springs Pride**
- **DEI Resource Guides**
- **Cultural Awareness Newsletters**
- **VCDEI Impact Fund**
- **Inclusive Excellence Award**

INCLUSIVE EXCELLENCE AND BELONGING ACTION PLAN

The Inclusive Excellence and Belonging (IEB) action plan is UCCS's strategic mission-driven approach to engaging the entire campus community in greater efforts to actualize our UCCS and CU System DEI strategic priorities and goals. IEB spans three phases and encompasses quantitative and qualitative assessment analysis, DEI community dialogues, college/division implementation plan development, and strategic action to realize DEI goals.

EQUITY ADVOCATE PROGRAM

The Equity Advocate program seeks to equip staff and faculty with the training, tools, and resources to foster inclusive practices and engagement on search committees. To advance inclusive belonging at UCCS, all equity advocates will play a vital role throughout the search process, including screening, interviews, references, and evaluation.

- **Search Guidelines & Equitable Hiring Practices**
- **Equity Advocate Training**

DEI STAFF AND FACULTY ENGAGEMENT COMMITTEES

DEI Staff and faculty committees offer opportunities for networking and interdisciplinary engagement toward the development of DEI initiatives and strategic priorities. These DEI committees further highlight UCCS's commitment to creating spaces for social support and community building to foster a culture that will help attract and retain diverse employees.

DEI committees include:

- **Council on Inclusive Belonging**
- **Staff and Faculty Pride Committee**
- **Faculty Assembly Women's Committee**
- **Faculty Equity and Inclusion Committee**
- **Faculty Assembly Disability Committee**
- **Women Identifying Staff Committee**





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ACADEMIC AFFAIRS

INCLUSIVE FACULTY RETENTION EFFORTS: PROJECT CREST AND ACADEMIC AFFAIRS

Supporting Faculty retention through fair and transparent policy and practice

- Created new holistic, transparent, and inclusive faculty annual review criteria
- Revised campus award nominations and scoring rubrics
- New faculty workload policy underway
- New RPT tools, tips, support group, and timelines
- Revived focus on the scholarship of engagement to motivate and recognize faculty efforts
- New service equity task force

Supporting Faculty retention through mentoring and networking

- New department chair guidelines that include proactive mentoring
- New “Belayers” Research Network to support mid-career women-identified faculty
- Connections to supportive faculty assembly groups (FEIC and FAWC)
- Wrap-around support for faculty’s research development needs

Supporting Faculty retention through strategic investments in their research, teaching, and post-pandemic recovery

- Rising Star Grants: Support for faculty who study DEI or are themselves from a minoritized group with additional start-up funding
- ADVANCEment minigrants: Support for mid-career women faculty or faculty of color who study STEM or SBS with salary for students or themselves to support research
- Revitalization fellowships: Promote careers and well-being of IRC and TT faculty who were deeply impacted by the global pandemic by providing one-time fellowships that support the faculty’s unique needs and situation
- Teaching enhancement grants: Ignites innovation and success in the classroom with funds for teaching materials such as maps, charts, models, software, hardware, classroom and field experience equipment, etc.

HUMAN RESOURCES

RETENTION

UCCS focuses on employee engagement and satisfaction to retain top talent. Our 20-member Compensation Task Force develops strategies that align with university values, enhancing job satisfaction and loyalty. Other key initiatives include the Wellness Program and Leadership Development Program, fostering a supportive environment and professional growth. Additionally, UCCS has conducted a focused listening tour across campus, creating a platform for inclusive dialogue and amplifying Faculty and Staff voices. These sessions have directly informed our policymaking, ensuring our actions reflect our university community’s diverse needs and aspirations.

- **Compensation Task Force**
- **Wellness Programs**
- **Leadership Development Programs**
- **Inclusive Collaboration and Listening Tours**

RECRUITMENT

We reimagined our recruitment strategy to attract top talent more effectively. We streamlined the hiring process by limiting full search committees to roles above the director level, ensuring efficiency and responsiveness. Our Abbreviated Search Process expedites candidate evaluation, while the general search process has been refined for better clarity, effectiveness, and flexibility of the search process. Additionally, we’ve automated job postings across multiple job boards, greatly enhancing our visibility to potential candidates. This strategic approach highlights our dedication to securing the best academic talent.

- **Limited Search Committee Requirement**
- **Abbreviated Search Process**
- **Updated Guidance and Forms**
- **Job Board Automation and Synchronization**