

UCEDD Directors' Meeting- Roundtable Discussion Notes

Topic: How to recruit and meaningfully involve affiliated staff

Strategies:

- Knowledge translation
- Access to communications specialists who suggest ways to integrate affiliated staff
 - Highlight their work on social media and newsletters
 - Have special showcasing events that focus on affiliated staff
 - Make a point of talking about the UCEDD, not just the university
 - Part of the strategy of showcasing the UCEDD's work to the university as a whole
- Website development
- Connect to pertinent groups
- Invite to CAC meetings
- At Dan Zhang's UCEDD (Education & Development, Texas A&M), one graduate student is dedicated to data analysis, who can sometimes provide support for affiliated staff projects
- Build capacity for recruitment
- Letters of support
- A small pot of money for the purpose of supporting affiliated staff
 - Mini grants of 5k each, hold a proposal competition
- Candidates are required to write a one-pager about how their goals align with UCEDD
 - No explicit criteria- UCEDD reviews work every year, but it's individualized, no formal process
- Important for UCEDs to feature the work of affiliated staff, and connect them to research and training grant opportunities, etc.
- Get affiliates' attention at critical juncture, before they become enmeshed in another department. It's important to see the entire faculty together.
- Make a deliberate effort to establish meet and greet events, open houses

Challenges:

- How do you make connections when you're situated off campus?
- What if affiliated staff form connections in other departments first?
- How do you formalize the process for onboarding affiliated faculty?
- How do you cultivate champions at higher levels to extol virtues of affiliation with your UCEDD?