Faculty Diversity: Recruitment, Retention, and Planning for New Leadership

This is a webinar by AUCD’s National Training Directors Council (NTDC).

Friday, October 23, 2020
3:00 - 4:00pm ET
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Bruce L. Keisling, Ph.D.
Executive Director and Shainberg Professorship in Developmental Pediatrics
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Brief Portrait of Racial / Ethnic Diversity in Memphis

• Shelby County is majority African-American (53.3%) and home to 45% of TN’s African-American citizens
• 71% of Memphis children are African-American; 17% are Caucasian. In Shelby County, the trend is similar but less pronounced (58% and 29%, respectively)
• Memphis is one of the poorest metropolitan areas in the country. 44% of Memphis children, double the national average, live in poverty
• TN’s Latinx population has the third fastest growth rate of any state in the nation. The Latinx population in west TN is largely comprised of recent Mexican immigrants; 18% of the total state population lives in Memphis / Shelby Co.
Find, Allocate and Share Funding to Form New Partnerships

- Administration for Community Living (ACL) Partnership Planning grant with LeMoyne-Owen College (HBCU)

- ACL Diversity Fellowship with University of Memphis (MIS) Institute on Disability

- Reapportioned UCEDD funding to expand engagement with and services for the Latino Community
Create Partnerships within the University

• Create Opportunities to Share Power and Responsibility
• Investigate Preconceived Institutional Conventions
• Connect with Existing Campus Resources
• Consultation with University HR, Office of Equity & Diversity, & Disability Office to identify strategies and practices to increase staff diversity
Hire, Retain and Promote with Intention

• Since 2018, Boling Center faculty and staff are now majority African American (from 44% to 50%; Caucasian now 44%)
• Two native Spanish speaking faculty – from 1 to 2 (6%) (developmental pediatrics, physical therapy)
• Family member as full-time faculty
• Employment of additional family members
• Strategic use of AD and TD positions
• Find your “truthsayers”
Start with an *idea* of an End in Mind

- Establish clear goals for yourself and your programs
- Set timelines with your colleagues and hold each other accountable
- Always be on the lookout for opportunities
- It’s never too early to think about succession planning
Are We There Yet?

- A journey more than a destination
- Metrics from databases (NIRS) inform progress
- Annual performance evaluations
- Feedback from all constituents: people with disabilities, family members, local communities of color, students, staff, faculty, and administration
Where We Are Headed

• More direct involvement and engagement with our communities of color *in their communities*

• Employment of persons with disabilities at our center

• More students with lived disability experience at our center
Where We Are Headed

• Additional family members as employees and consultants at our center
• Greater representation of self-advocates from diverse communities on our Community Advisory Council (CAC)
• More robust needs assessment for communities of color for our next cycle of funding
Please complete the event survey in the chat box.