

UCCS DEI STAFF AND FACULTY RETENTION

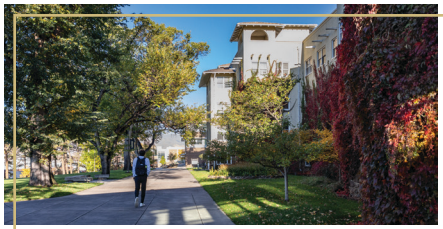
Inaugural Division of Diversity, Equity, and Inclusion

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.



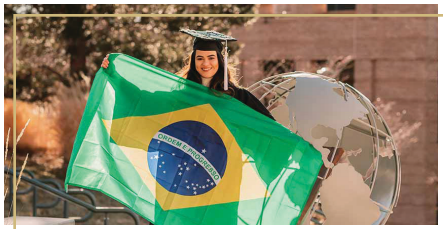
OFFICE OF DEI EDUCATION AND OUTREACH

Development of culturally responsive training programs and workshops, coordinating events and programs to highlight critical DEI topics across campus for staff, faculty, and students. Along with creating DEI partnership and collaboration opportunities for faculty, staff, students, and the Colorado Springs community.



OFFICE OF DEI STRATEGIC INITIATIVES

Operationalization of organizational DEI strategy, including support to the institution in the implementation of the Inclusive Excellence and Belonging Plan; advising on best practices; DEI research, data collection, and analysis; DEI marketing and communications; and assessment of organizational success in DEI.



OFFICE OF INTERNATIONAL AFFAIRS

Supports international education for the UCCS campus community and provides services within Education Abroad, International Student and Scholar Services, college international partnership development and opportunities.

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, development of college/division implementation plans, and strategic action to realize DEI goals.

DEI Strategic Framework Pillar 4: Talent Foundations and Pathways

Increase diverse talent resources, opportunities for advancement/promotion, and retention strategies for marginalized, underserved, and/or underrepresented staff and faculty.

Staff and Faculty DEI Engagement and Resource Committees

DEI Staff and faculty committees offer voluntary 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:

Staff and Faculty Pride Committee

Faculty Equity and Inclusion Committee

Accessibility Advisory Committee

Wellness Committee

Heritage Month Committee

Faculty Focused Initiatives

Faculty Revitalization Grants

Grants were provided to faculty (TT, T, and IRC) for the purpose of revitalizing mission central activities, to the mutual benefit of the faculty member and UCCS. The aim is to promote the careers and well-being of faculty deeply impacted by the global pandemic.

Rising Star Diversity Grant – Office of Research

UCCS is committed to inclusive diversity as a foundation for teaching and scholarship and this mini grant will be one route to demonstrate our commitment to supporting our marginalized and minoritized faculty. The Rising Star Diversity Grant will provide one small provision of such support so that some of our newest UCCS community members have the opportunity to start their research/creative work at UCCS and create a foundation for their success.

Faculty Onboarding and Mentorship Programs

Create and implement a targeted Research Network to provide ongoing support and mentoring for campus researchers. In doing so, we can foster a culture of belonging where new faculty know who to turn to for support.



Spousal/Partner Hire Opportunities for Candidates

While this helps with recruitment of diverse faculty and staff it also helps to retain them because their spouse/partner also has secured employment which gives an opportunity to increase our talent at UCCS.

Equitable Process for Promotion and Tenure Pathways

Develop cohesion and inclusion among departments and co-create new annual review processes that are clearly discussed with faculty.

Promote faculty service contributions with a DEI focus and work to include DEI into the annual review process.

Campus-wide Recruiting and Retention Efforts



Alternate work locations



Flexible work schedules



Free park & ride for all staff and faculty in a remote location



Leadership training for supervisors



No meeting blocks of time on Monday morning and Friday afternoon



Annual market pay analysis to support equitable pay and recruiting efforts



Diversity Champion Program