



Division of
Equity and Inclusion

SHOWCASE OREGON

ACTIVATING

THE IDEAL FRAMEWORK

Recruiting Processes, Outlets & Retention Tools

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Charge:

- Ensure that equity, inclusion, and diversity are embedded in the institutional hiring plan
- Assess the campus infrastructure for faculty retention
- Examine established best practices at other campuses
- Recommend next steps

Recommendation:

- Create process maps that illustrates the full search process with branches and touch points specific to employee types
- Incorporate faculty-related processes into the Institutional Hiring Plan
- Develop a guide for creating inclusive position descriptions
- Scale up Implicit Bias trainings to a “Professional Development for Implicit Bias” workshop
- Pilot a Search Advocate program for faculty searches that mirrors best practices found at UC Irvine, MSU, and Oregon State
- Design accountability mechanisms for GE searches that are nimble, but effective; to ensure equity and inclusion measures are incorporated
- Embed retention practices throughout the search and onboarding processes across all employee types
- Coordinate efforts for an Exit Interview process