

Best Practices for Faculty Retention



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FACULTY RETENTION

Faculty retention is vital to the success of UCSC. The following proactive practices work to improve the departmental climate for everyone, and can lead to increased productivity and faculty satisfaction.

Climate

- ◆ Clearly communicate departmental policies and processes.
- ◆ Value faculty contributions to diversity made through teaching, research or service.
- ◆ Share information equitably with all faculty to ensure transparency.
- ◆ Foster a welcoming climate where all individuals are treated with respect and dignity.
- ◆ Make use of accommodating practices and policies.
- ◆ Support the diversity of faculty by recognizing that excellence can be achieved in many ways.

Assistance

- ◆ Organize formal mentoring programs and provide for informal mentoring opportunities.
- ◆ Explore the use of a variety of retention strategies (research support, bridge money, salary, reduced teaching loads, leaves).
- ◆ Support targeted career development opportunities for both pre-tenure and mid-career faculty (professional conferences, leadership workshops, instructional improvement).

For information and resources:

EEO/AA <http://www2.ucsc.edu/eo-aa/index.html>

APO <http://www2.ucsc.edu/apo/>