An Effective Faculty Retention System*

*and recruitment tool

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Required Features

- Supportive
- Provides Accurate Information
- Inclusive
- Flexible/Responsive
- Evolvable
- Extendable
What we had

- Original plan was to develop a group of trained senior faculty mentors
  - Easy to get volunteers, hard to restrict to people felt would be most effective
  - Case study based training

- Few junior faculty members asked to be assigned mentors
  - Useful for few, not majority
  - Connection to “support” made some people reluctant to ask
What we have

- Recruitment and Work-life Brochures
  - Retention begins before offered job!
- Workshops for junior faculty
  - Peer networks
  - Connect to key members of senior admin
- Book groups, lunches, one off workshops, group invites to theater ....
- Associate Prof workshops, chairs trainings
What we will have

- Expand Postdoctoral support
- LEAPS (LEAP for staff)