



A&S Office of JEDI UNIVERSITY OF COLORADO BOULDER

Greetings,

Thank you for taking that time to read the Faculty Relations Corner: *Retaining BIPOC Faculty in PWIs* (ALI Newsletter April 19, 2023)." Please see below the list of resources you and your team can continue to use to support the retention of BIPOC employees:

List of resources:

- CU Boulder Faculty & Staff Resources:
https://docs.google.com/document/d/170PZUc8JkZgJuuZ7Nh1YqrX2jvK56OYXsOL0BslvAr0/edit?usp=share_link
- Clark, R. E., & Estes, F. (2008). Turning research into results: A guide to selecting the right performance solutions. Information Age Publishing, Inc.
- Davis, M., (2022). How to Retain Your Best Staff Members: Four tips from a former student-affairs administrator on how to improve work culture on campus. *The Chronicle of Higher Education*. https://www.chronicle.com/article/how-to-retain-your-best-staff-members?cid=gen_sign_in&cid2=gen_login_refresh&cid2=gen_login_refresh&cid2=gen_login_refresh
- IDEA Plan: https://www.colorado.edu/odece/sites/default/files/attached-files/idea_plan_09212020.pdf
- Five CU Boulder DEI Goals inspired by the IDEA Plan:
<https://www.colorado.edu/today/2022/03/15/5-goals-building-more-inclusive-campus-community>
- Flaherty, C., (2015). Cluster Hiring and Diversity: Hiring faculty around interdisciplinary themes appears to have a positive impact on diversity and scholarship. *Inside Higher Ed*. <https://www.insidehighered.com/news/2015/05/01/new-report-says-cluster-hiring-can-lead-increased-faculty-diversity#.Y-Kw5d5A0XE.link>
- Kafka, A., C., (2022). When Building A Diverse Leadership. Emphasize Culture, Not Quotas. *The Chronicle of Higher Education*.
https://www.chronicle.com/report/free/emphasize-culture-not-quotas?cid2=gen_login_refresh&cid=gen_sign_in
- Kelderman, E., (2023). The plan to dismantle DEI. *The Chronicle of Higher Education*.
<https://www.chronicle.com/article/the-plan-to-dismantle-dei>
- Kotter, J. P. (2007). Leading change: Why transformation efforts fail. *Harvard Business Review*, 85(1), 96–103.
- Perna, L., (2023). Why we need better data on faculty diversity. *Inside Higher Ed*.
https://www.insidehighered.com/views/2023/01/10/why-we-need-better-data-faculty-diversity-opinion#.Y-AgGz2_ieY.link
- Pritchard, Adam, & McChesney, Jasper (2018). Focus on Student Affairs, 2018:



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- Understanding Key Challenges Using CUPA-HR Data. (Research Report). *CUPA-HR*. <https://www.cupahr.org/surveys/research-briefs/>.
- Steele T. (2018). Toxicity in the Work Environment: Retaining Staff Members of Color at Predominantly White Institutions. *College Student Affairs Journal*, 36 (1), 109-123.
- Turrentine, C. G., & Conley, V. M. (2001). Two measures of the diversity of the labor pool for entry-level student affairs positions. *Journal of Student Affairs Research and Practice*, 39(1), 84-102.

Thank you,

Patricia

Dr. Patricia Gonzalez (*she, her, ella, dra.*)

Assistant Dean for Justice, Equity, Diversity & Inclusion

College of Arts & Sciences

University of Colorado Boulder | Old Main Room 224A | Boulder, CO 80309-0459

303-735-8576 | Patricia.Gonzalez@colorado.edu

Office Hours: [Click here](#) to make an appointment!

I acknowledge the University sits upon land within the territories of the Ute, Cheyenne, and Arapaho peoples. Further, I acknowledge that 48 contemporary tribal nations are historically tied to the lands that make up the state of Colorado. ([Indigenous Land Map](#))

I support undocumented students, staff, and their families.