Table: Artifact 4.3.g: Policies and Practices, Including Good Faith Efforts, for Recruiting and Retaining Diverse Faculty

Department/Unit	Policies/Practices	Recruitment and/or Retention Efforts	RESOURCES AND/OR ARTIFACTS
Division of Academic Affairs	Faculty recruitment statement provided by Dr. Verma Jones	Vacancies are advertised in several media, including the Chronicle of Higher Education, the Arkansas Democrat-Gazette, and the Pine Bluff Commercially, and internally through campus-wide e-mail	Statement provided by Dr. Verma Jones dated January 21, 2005 Diverse faculty from across the United States
School of Education - Holmes Scholar Alumni Participation in Job Fair at AACTE	Faculty members participate in diverse opportunities to meet, attract, and recruit diverse faculty	UAPB faculty will set up recruitment table at Holmes Scholars' Alumni Job Fair to recruit diverse faculty during Holmes Forum at AACTE Conference in Chicago, February 16 – 20, 2012	*Participation Notice/Letter*
Public School Partnerships Attract Diverse Adjunct Faculty	Agreement between the university and public schools to provide education majors opportunities to observe and learn from diverse and effective teachers in school settings	UAPB/SOE collaborates with cooperating teachers from school districts with a racial/ethnic diverse population of students and a center for students with specific disabilities. Education majors are placed in diverse cooperating teachers classrooms to work with diverse students during field and clinical experiences. Several classroom teachers (diverse in terms of race/ethnicity) have been recruited to serve as adjunct faculty in SOE. *Whitehall School District *Watson Chapel School District *Pine Bluff School District	Partnership School Letters: Pine Bluff School District Dollarway School District Watson Chapel School District Whitehall School District Lakeside School District Sheridan School District Jenkins School District

		*Dollarway School District *Lakeside School District Sheridan School District	*See Folder on Adjunct Faculty*
Partnership with Jenkins Memorial Center & Industrial	Day service facility identified by the Arkansas Department of Education as a private provider for special education services. The center is a "Partner in Professional Development" with UAPB.	Jenkins staff members are hired as adjunct faculty. Faculty may teach special education courses on the Jenkins campus or on UAPB campus.	*Course Syllabi* *Partnership Letter*
School of Education Strategic Plan	Plan addressing twenty strategic goals addressing critical challenges faced by SOE' plan addresses faculty recruitment and retention.	Describes goals and strategies to take place between 2011-2015 for addressing recruitment and retention efforts for diverse faculty.	p.17
***SOE Diversity Plan 2011-2015* (Under Revision)**			
Title III Funding	One aspect of being promoted and receiving tenure is attendance at professional conferences/meetings. Title III supports faculty attending professional meetings.	Faculty members each year submit proposals to attend specific conferences in their discipline. Faculty members are granted financial support to attend the conferences.	Copy of Title III Funding requirements for attending professional conferences. Copies of statements from the grantee indicating proposals being accepted to attend professional conference/meeting.
UAPB Professional Development	UAPB conducts professional development week at the beginning of the academic school week to orient faculty	Faculty members are provided professional and financial support to attend and present papers at conferences to enhance their tenure and promotion process.	School of Education Strategic Plan –2011-2015 *Professional Development Week Program*

		New faculty members are provided a special orientation to UAPB, tour, and luncheon during Professional Development Week in August.	
Professional Growth and Development	Faculty members are provided professional and financial support to attend and present topics at local, state, and national conferences. This support help promote tenure for tenure track faculty members. *SOE Strategic Plan* address actions for faculty professional development	Faculty members submit proposals to attend professional meetings/conferences. Faculty members are accepted to attend up to two conferences per year (local, state, and/or national) The plan addresses support for new and tenure faculty to receive specific training to address their academic performance and professional needs.	Faculty members over the last few years have attended the following conferences: ArATE AACTE Arkansas IRA NABSE NAME AERA IRA *SOE Strategic Plan* – Strategic Goal Number Twelve, Thirteen – p 17, 19