

Latina/o Staff Recruitment and Retention Task Force

Latina/o representation within IUPUI staff – at all ranks – is of concern. Less than 1% of all executive/admin/managerial staff members at IUPUI are Latina/o. Per Affirmative Action / Equal Opportunity planning, we should expect 4% of IUPUI full-time staff to be Latina/o given our recruitment area. Applicant data suggests no systematic bias in the interviewing process as the percentage of applicants, those interviewed, and those hired are consistent. Rather, it may be a problem in getting members of the community to apply to begin with.

<b>Latino(a) Representation among all Full-time Staff by Job Group</b>					
	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>
<b>Executive/Admin/Managerial Staff (Total N)</b>	366	379	403	407	424
Percentage Latino(a)	1.1%	0.8%	0.7%	0.7%	0.9%
Percentage Underrepresented Minority	12.8%	12.7%	11.4%	11.8%	11.8%
<b>Professional Staff (Total N)</b>	1756	1814	1829	1841	1886
Percentage Latino(a)	0.8%	1.0%	1.0%	1.1%	1.3%
Percentage Underrepresented Minority	10.8%	10.8%	11.1%	12.1%	12.8%
<b>Secretarial/Clerical (Total N)</b>	1083	1026	960	883	738
Percentage Latino(a)	1.2%	1.1%	1.0%	0.8%	1.1%
Percentage Underrepresented Minority	21.9%	22.5%	23.2%	22.0%	23.2%
<b>Service Maintenance/Skilled Crafts (Total N)</b>	404	422	424	446	452
Percentage Latino(a)	2.7%	2.8%	2.8%	2.7%	2.7%
Percentage Underrepresented Minority	47.8%	48.3%	50.5%	51.1%	50.2%
<b>Technical/Paraprofessional (Total N)</b>	677	647	607	588	571
Percentage Latino(a)	2.2%	2.2%	1.6%	1.7%	2.8%
Percentage Underrepresented Minority	17.3%	16.7%	16.3%	18.2%	20.3%

Only for Indianapolis Campus; Underrepresented Minority includes Black/African American, Native Hawaiian/Pacific Islander, Hispanic/Latino, American Indian/Alaska/Alaska Native, and two or more races

Members of the Latina/o Staff Recruitment and Retention Task Force reviewed the current recruitment initiatives focused on Latina/o staff and provided the following recommendations:

Recruitment

- Have HR work with hiring units to identify intentional recruitment efforts to attract Latino staff (i.e. targeted advertising, expos, job fairs, etc.)
- Create job descriptions that contain cultural competencies, making it an integral part of positions
- Promote the Latino community on campus more via the main website
- Continue to collaborate with the Office of Equal Opportunity to emphasize the existence of underutilization of the Latino population across all job groups for professional and staff searches to deans and vice chancellors during annual meetings
- Increased compensation for positions requiring bilingual speaking skills

- Collaborate with OEO and provide training to hiring managers and search and screen committee participants to recognize unconscious biases

Given information collected from Institutional Research and Decision Support, there is some concern regarding Latina/o staff retention once they are recruited and hired. The 2016 IUPUI Staff Survey indicates that Latina/o staff (n=28) may be less satisfied with opportunities for training and professional development, with autonomy and independence, and with civility, and with their jobs overall on campus compared to others. The Staff Survey also indicates that Latina/o staff who do not have a mentor are more likely than other groups to want someone to serve in that role for professional development. Just over one in four Latina/o staff members often think of quitting their job (compared to 22% of other groups). Furthermore, data from exit interviews suggest many Latina/o staff who have left IUPUI reveal experiencing some sort of bias related to race/ethnicity.

Percentage that report being satisfied/very satisfied with...	Latino/a	Other Staff of color	White
The amount of training and professional development available	54%	67%	67%
The quality of training and professional development available	58%	66%	68%
Flexibility in your work schedule to allow for training and professional development activities	68%	72%	75%
Overall Job Satisfaction	61%	72%	76%
Overall autonomy and independence	68%	77%	81%
Opportunities for community engagement	58%	60%	58%
Civility on campus	67%	75%	79%
	N 28	389	1713

	Latino/a	Other Staff of color	White
Percentage that have someone at IUPUI they consider to be a mentor/coach for professional development	31%	32%	33%
Among those who do <u>not</u> have a mentor, percentage that would like to have someone who can serve as a mentor/coach for professional development.	67%	58%	49%
	N 28	389	1713

Percentage that agree/strongly agree with following...	Latino/a	Other Staff of color	White
I often think of quitting this job	27%	21%	23%
I have considered looking for another job in the past year	46%	40%	48%
	N 28	389	1713

Members of the Latina/o Staff Recruitment and Retention Task Force reviewed the current retention initiatives focused on Latina/o staff and provided the following recommendations:

#### Retention

- Provide professional investment and mentorship opportunities (formal and informal mentorship programs)
- Promoting civic engagement opportunities
- Incorporate ways to engage the family
- Provide leadership developmental opportunities
- Develop Leadership program for women and people of color
- Partnership and sponsorship with Community agencies and organizations
- Provide opportunities for Latina/o staff to advance in their career
- Offer compensation or opportunities to be rewarded for Latina/o community engagement
- Offer competitive salaries