

AACDC Strategies from Peers Identified in 2016 Diversity Report (Updated June 6, 2018)

Strategy	Status	Completion Date
Recruitment		
1. AACDC will also adopt the UNC-Chapel Hill strategy of including information about diversity resources in staff recruitment packages by identifying an information piece that can be used division-wide.	The Recruitment and Retention Subcommittee was reconstituted in summer 2018 and is exploring this.	
2. Another recruitment strategy of UC Los Angeles would be to build on the practice of placing advertisements in places they will attract diversity. Our 2014 Supervisor Survey suggests that not all supervisors do this because they are not sure how. AACDC will work with supervisors to recommend websites, listservs, etc., that are desired for publication of notices, the division's business offices could work with central HR to have all notices for the division posted to these sites.	The Recruitment and Retention Subcommittee was reconstituted in summer 2018 and is exploring this.	
3. Finally, the University of Wisconsin opens some positions uses both internal and external posting depending on the need to attract diversity. AACDC's Hiring Process Review Subcommittee is reviewing applicant pools for FY2016 and is exploring whether there is a difference in diversity pools for internally vs. externally posted positions.	Because of the way data is tracked by the system, and the accessibility of the data for the subcommittee, it was not possible to identify easily which NOVs were posted externally vs. internally. So, this analysis was not done by the subcommittee. The next hiring review is scheduled for FY2019.	Spring 2017 -- Abandoned because data was not readily available.
Retention		
4. While our supervisor survey data and choices made by attendees at our 2014 supervisor meeting do not support AACDC's creation of formal mentoring programs, we are considering the University of Wisconsin's exit survey strategy, which identifies patterns and issues that contribute to employee departures. This has spurred AACDC to explore whether the data collected in the Texas A&M exit survey may inform our retention strategies.	Human Resources has declined to share exit survey information from the University level exit survey; AACDC will be creating its own for the division. Student Affairs has shared their draft. The Recruitment and Retention subcommittee, reconstituted in summer 2018, will address this issue.	
Climate		
5. UC San Diego provides enrichment programming for managers related to leadership roles and duties. AACDC has begun a series of bi-annual meetings for supervisors in the division (2014 and 2016) and will continue this effort in the future. The business offices are partnering	1. Mediation training 2 nd class took place and 20 more were trained.	1. On hold – awaiting permission to continue 3 day

<p>to offer a series of workshops and seminars called the Partners in Progress series. This series hosts monthly meetings for customers to deliver timely and relevant information to employees as well as supervisors. AACDC has also obtained and is offering training to managers on mediation and conflict resolution. The first 20 supervisors were trained in November 2016. It is our hope that this will help managers initiate difficult conversations and feel more comfortable managing conflict in their units, addressing some of the issues addressed by the climate surveys.</p> <p>A 2014 climate survey recommendation focuses on providing a consistent level of training across the division, requiring all division staff to complete the Introduction to Diversity & Inclusion training that is offered online by EOD. Staff will also follow-up with two additional courses (with at least one face-to-face). One of these two additional courses should focus on the issues identified in the climate survey results as critical needs (micro-aggressions, negative diversity, positive climate, invisibility, and generational differences). The second course should address cultural differences. To facilitate accountability, the goal is 100% participation in the online course by August 31, 2017, and 50% participation in the follow-up course by December 31, 2018.</p> <p>A 2012 Climate survey recommendation was to provide consistent supervisory training to all supervisors. A committee working with AABS explored all current supervisor training through Human Resources and made recommendations about this in Fall 2016.</p>	<ol style="list-style-type: none"> 2. Fall 2017 reports were created pulled by AABS and REBS determined that 98% had completed online training "Introduction to Diversity and Inclusion". This is very close to the goal of 100%. 3. Sent reminders about taking the 2 additional courses in fall 2017 and spring 2018. 4. Recommendations to provide mandatory training for new supervisors in Academic Affairs were approved in Sept. 2017, and planned for a Sept. 2018 launch. However, this is now on hold owing to a change in available courses by the Human Resources Dept. These courses are planned to contain new supervisor training. Once this is launched, we will review this effort again. 	<p>trainings and provide additional 2 day training</p> <ol style="list-style-type: none"> 2. Completed online training goal -- January 2018; It is now automatically assigned in Traintraq to new staff 3. In progress 4. On hold – see explanation
<ol style="list-style-type: none"> 6. The University of California – Los Angeles, Georgia Tech, and UC Davis help employees identify career goals and explore options to enhance professional growth and mobility in the organization. AACDC is exploring how to implement a 2014 Climate Survey recommendation related to helping employees understand their role in pursuing development options that help prepare them for promotion and advancement in their workgroups. 	<p>October 2017 brown bag program was executed for staff about how to advance in their careers. Mr. Gib Sawtelle was the featured speaker; There were over 50 attendees signed up for the program. Assessment of these participants suggested we do another, but focus more on how our division specifically manages some of the</p>	

	processes. Tom Owen is looking into this for AACDC	
Equity		
7. In 2015, the Recruitment and Retention subcommittee issued a report noting that there did not appear to be any structural gaps in access of staff to career ladders and promotions. However, this contrasts with perceptions recorded in the 2014 Climate Survey which indicate that members of historically underrepresented groups report perceiving barriers to advancement and promotion in higher percentages than those who are not members of historically underrepresented groups. Therefore, the subcommittee recommended that there be a “red flag” report created annually to track proportionality of promotions occurring within ethnicity, gender, and age groups. The first red flag report will be issued in early 2017; the first iteration has taken more time as AACDC needed to work out the process and format of the information. This corresponds to a UC Davis strategy to monitor promotions.	First Red Flag report has been submitted to the division leadership with recommendations in Spring 2017. New Provost was provided the report in July 2018. Awaiting leadership direction on recommendations before pulling additional reports. Furthermore, with the implementation of the new employee management system, Workday, in December 2017, it was not possible to provide a fall 2017 report on these issues.	