

Compiled Resources Relating to CAEP Standard 3.1 Recruitment and Retention

This list of resources has been compiled to aid EPPs in their efforts to attract and support a more diverse candidate and/or faculty pool. While some of the resources provided focus on either recruiting **or** maintaining faculty and student candidates through the pipeline, a great number of these resources overlap and speak to both. Many of the tips and studies provided can be used to improve in more than one area of diversity.

Recruiting/Retaining Diverse Candidates/Students

1. Learning Policy Institute: [How to Recruit and Retain Teachers of Color](#) This article explains the benefits of diversity in the teaching workforce and also some of the barriers schools and districts face when recruiting and retaining teachers of color. There are helpful strategies provided for hiring and improving teaching conditions.
2. Brookings: [Teacher Diversity in America](#) Experts from the Brown Center on Education Policy provide 6 articles regarding minority underrepresentation among educators in the U.S. The articles provide insight into tackling diversity gaps in the public teacher workforce.
3. Ruffalo: [Engaging Students of Color During the Recruitment Process](#) This resource focuses on strengthening engagement from potential students of color during the recruitment process. This article provides great insight on the preferred communication channels students of different ethnicities use, social media behaviors, application completion rates, and parental involvement.
4. AAUP: [Achieving and Retaining a Diverse Student Population](#) Though this document isn't as recent as many others on this list, there are some valuable takeaways for retaining a diverse student population. There is information about the role faculty plays in recruiting minority students, as well as how financial aid plays a factor.
5. UC Berkeley: [Recruiting and Retaining Diverse Graduate Students at UC Berkeley](#) This resource provides a guide to recruiting and retaining diverse graduate students at UC Berkeley. Outreach is heavily mentioned as well as recognizing the need to communicate with newly enrolled students, and creating a culture of inclusivity.
6. UW College of Education: [Teacher Diversity](#) This document is useful for teacher education programs looking to recruit and retain teachers of color in public schools specifically.
7. TNTP (The New Teacher Project): [Diversity and Recruitment Messages](#) A short document with key messaging school districts can use to help recruit diverse candidates.
8. TNTP (The New Teacher Project): [Diversity Recruitment Strategic Plan](#) This resource illustrates some best practices that other school districts have found to be helpful and can be implemented in a district context.
9. Center for American Progress: [America Needs More Teachers of Color](#) This article explains why a diverse workforce is crucial for all students. The article also mentions that data indicates that it is possible to be more selective in picking teachers while increasing diversity at the same time.

Rowan University: IMPACTing Education

Rowan University recognized a gap in diversity specifically relating to men of color in their education program. Project IMPACT directly addresses this by providing men of color enrolled in the program with male mentors who are also men of color.

Recruiting Diverse Faculty

1. The University of Arizona/Office of Institutional Equity: [Tips for Recruiting a Diverse Faculty](#) This resource focuses on providing tips to recruit a diverse faculty. There are some great tips for attracting more minorities and women to the faculty pool.
2. Carleton College/NAGT: [Resources and Strategies for recruiting a Diverse Faculty](#) This resource provides strategies for not just recruiting but also maintaining a more diverse faculty. There are helpful suggestions about inclusive advertising, proactive informational outreach, and being aware of your institutional climate to help yield the best results.
3. Aldemaro Romero Jr: [Best Practices for Recruiting and Retaining Diverse Faculty for Institutions of Higher Education](#) This resources focuses on recruiting and retaining a diverse faculty at an institution. Helpful tips have been included about campus climate assessment, developing a comprehensive diversity plan, promoting diversity, and keeping a multicultural resource directory (such as this one) up-to-date.
4. Western Washington University: [Best Practices for Recruiting and Retaining Faculty and Staff of Color](#) This resource lists out some note-worthy funding initiatives. One of the key takeaways of this document is the mention of mentoring programs. There is a list of universities across the nation provided that have used mentoring as a means of recruiting and maintaining diverse faculty and how it yielded positive results.
5. NEA Department of Teacher Quality: [Strengthening and Diversifying the Teacher Recruitment Pipeline](#) This article discusses four strategies that may be useful in increasing teachers in high-need areas, certain subjects, and teachers of color.
6. Albert Shanker Institute: [The State of Teacher Diversity in American Education](#) This resource begins by explaining the diversity disparities in the teaching workforce. It specifically speaks to teacher diversity in nine of America's major cities. This resource outlines programs that help promote teacher diversity, as well as policy recommendations districts can take to improve diversity.

Additional Resources

1. University of Buffalo: [Diversity Recruitment Resources](#) This is resources is extremely valuable as it will take you to a directory/database that includes several companies, websites and articles geared toward recruiting more diverse applicants. Each link is accompanied by a short synopsis of what the resource entails.
2. Center for American Progress: [States Leveraging Title II of ESSA to Modernize and Elevate the Teaching Profession](#) This article reviews different state's ESSA plan and how they are supporting efforts around recruiting teachers of color. The article also notes what other initiatives and actions policymakers and advocates should look out for as they try to elevate the teaching profession.
3. Department of Education's 2016 report: [THE STATE OF RACIAL DIVERSITY IN THE EDUCATOR WORKFORCE](#) This resource focuses on the state of racial diversity in the workforce. It was completed in 2016 by the Office of Planning, Evaluation and Policy Development which is part of the U.S. Department of Education. The document also speaks to the racial diversity of students, teachers and principals and what that means to the institution.
4. Learning Policy Institute/Performance Assessment: [An Opportunity to Advance Educational Equity and Transform Teaching and Learning](#) This resource includes a video from a Congressional Briefing that took place on April 12, 2018 in Washington, D.C. It speaks to the

issue of equity in the classroom and what systems need to be implemented/strengthened to support all students.

5. National Center for Analysis of Longitudinal Data in Education Research: [The Effectiveness of Teacher Screening and Hiring in the Los Angeles Unified School District](#) Though this document is specific to the Los Angeles Unified School District, it provides valuable insight about methods that other districts may use when screening and hiring teachers.
6. The Daily Californian: [Examining the lack of diversity in the UC Berkeley biology department](#) This article includes information about the importance of diversity and how an unlevel playing field has a direct correlation to the recruitment and retention of students in UC Berkeley's biology department.
7. Advancing Diversity and Inclusion in Higher Education: [Key Data Highlights/Promising Practices](#) The Office of Planning, Evaluation and Policy Development highlighted some good practices pertaining to advancing diversity and inclusion. This document shows trends of underrepresented students of color in the pipeline and where there is opportunity for growth.
8. University of California Davis: <https://diversity.ucdavis.edu/pipeline-recruitment-and-retention> UC Davis examined what was being said in reference to why there was a lack of diversity at their institution. They then worked backwards to address concerns. This resource is a good blueprint on how to identify, attract, retain and a graduate a diverse student body.
9. The College of St. Scholastica: [What Does Diversity in College Mean?](#) This resource gives a wider definition of what diversity is unrelated to just ethnicity. Included in this document are some pitfalls to watch out for when recruiting and how students can get involved if they feel there is a lack of diversity at their institution.
10. Journalist's Resource: [How Students Benefit from Having Teachers of Same Race](#) This resource pulls together academic studies that illustrate how a teacher's ethnicity plays a role in student performance.
11. Forbes: [Diversity in the Workplace Starts with Diversity in Higher Education](#) This resource examines how important it is to recruit diverse candidates so that as students graduate, America's workforce is also diverse as well.
12. neaToday: [A Growing Recruitment Strategy for a Diverse Teacher Workforce](#) An article that speaks to the cultural sensitivity needed in addition to recruiting people of color.
13. National Education Association: [NEA Teacher Recruitment Toolkit](#) This toolkit provides descriptions of successful recruitment models and links to resource materials.
14. Center for American Progress: [Revisiting the Persistent Teacher Diversity Problem](#) This article explains the difficulty that districts have recruiting and retaining a diverse teaching faculty. It goes on to speak about why diversity matters when it comes to student performance, and offers some steps schools can take to strengthen the teacher pipeline regarding diversity.
15. Department of Education: [The State of Racial Diversity in the Education Workforce](#) This resource from the Department of Education speaks to the racial diversity of students, teachers, and principals. It discusses the educator pipeline and how more must be done to meaningfully increase diversity.