

UMW HERC Fall 2013 Membership Meeting

“Talent in Our Midst: Nurturing Future Faculty and Staff of Color”

Friday, November 22, 8:30-12:30

Hamline University, Anderson Center, Room 305

Registration and light breakfast: 8:30-9:00

Workshop and business meeting: 9:00-11:30

Graduate Student of Color Partnership Discussion: 11:30-12:30 (over lunch)



UPPER MIDWEST

HERC

Higher Education
Recruitment Consortium

Dr. Richard Reddick, Assistant Professor, Higher Education Administration, and Faculty Affiliate, John L. Warfield Center for African and African American Studies, Gender and Sexuality Center, The University of Texas at Austin, will share the emerging phenomenon of “homecoming faculty and staff of color”—minority faculty and staff recruited to their undergraduate alma maters. Sometimes conceived of as “growing your own,” homecoming faculty and staff recruitment is a long-range strategy that can be successful, yet presents its own unique challenges. Dr. Reddick will illustrate what advantages and adversities face scholars and institutions in this unique reunion, drawing in administrators, academics, and practitioners in a robust dialogue in exploring a relatively unexamined approach to faculty and staff diversity. Dr. Reddick will also address the broader topic of the enduring challenge of faculty and staff recruitment among communities of color for predominantly White institutions, especially those in areas distant from diverse population centers.

Dr. Louis Mendoza, Associate Vice Provost, and Dr. Noro Andriamanalina, Director of Academic and Professional Development, Office for Equity and Diversity, University of Minnesota, will present a related strategy for introducing prospective faculty of color to HERC campuses. Over lunch, they will meet with HERC institutional representatives who are interested in diversifying their faculties by partnering with the U of M to recruit graduate students of color for a variety of positions (e.g., adjunct or junior faculty or pre-doctoral fellows). Drs. Mendoza and Andriamanalina will discuss current inter-institutional initiatives to support faculty diversity and ideas for additional HERC partnerships.

Lunch, at your own expense, can be obtained from vendors in the Anderson Center and brought to the meeting room.

Please RSVP to raprequests@umn.edu by **Friday, November 15th**. However, preregistration is not required.

Directions and parking instructions:
<http://www.hamline.edu/about/locations.html>
Parking is available for \$1 an hour underground at the Anderson Center.

All faculty and staff at UMW HERC current and prospective institutions are welcome to attend this free event.

Scholarships to help interested HERC members and prospective members attend membership meetings are available through UMW HERC. Representatives from institutions in the Lake Superior, Lakes and Valley, Mississippi Valley, and Southern Prairie sub-regions are eligible to apply for these scholarships. To receive scholarship information, send an e-mail to umwherc@umn.edu.

If you are unable to attend but would like to participate via a remote broadcast, contact HERC, **612-626-0775** or umwherc@umn.edu.

Additional questions?

Contact **Mary Everley, Director, UMW HERC**, at umwherc@umn.edu or **612-626-0775**, or consult the HERC website for more information. <http://www.uppermidwestherc.org>

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