

Strategies for Enhancing Faculty & Staff Diversity



- Recruiting
- Retention
- Successes
- Barriers

LSU
College of
Agriculture

LSU
AgCenter
Research · Extension · Teaching

LSUAgCenter.com

Pipeline Approach to Recruitment and Retention

Potential Faculty

Diversity Statements
Search Committee Training and
Diversity Advocates
Employee Affinity Groups

Mid-Career Faculty and Staff

Management Development Institute
(MDI)
Diversity Council
Faculty Diversity Awards
Diversity Mini-grants



Early Identification of Future Faculty and Staff

ASPIRE – Summer Interns
VPGDA – Grad. Assistantship
REUs – Undergrad Research
Collaborative work with 1890's and other MSIs
Student workers and researchers



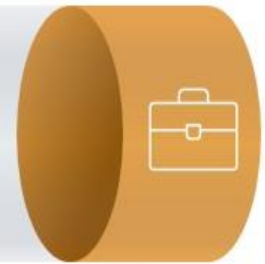
Early Career Faculty and Staff

Socialization- Diversity Orientation
and Workshops
Diversity and Inclusion Champions
Targeted Faculty Development
Employee Affinity Groups



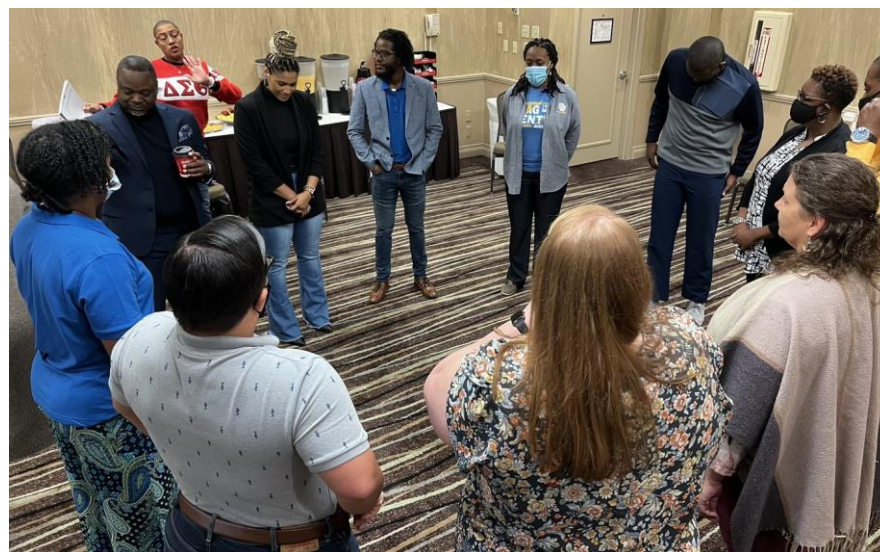
Post-Tenure and Late-Career Faculty and Staff

Faculty and Staff Diversity Awards
Leadership Training and Development
Diversity Mini-grants
Mentoring Programs



Our Recent Successes and Goals

- Council for Diversity, Inclusion, Equity, and Change (2020)
- Vice President's Graduate Diversity Assistantship (2020)
- Diversity and Inclusion Champions (College) (2020)
- Hiring of an Assistant Vice President for Diversity, Inclusion, and Opportunity (2021)
- Diversity Statements required for all faculty position postings (2021)
- Diversity, Equity, and Inclusion Orientation Session (2022)
- Management Development Institute (2022)
- Faculty Diversity Award (2022)
- Search Committee Training with the addition of a Diversity Advocate (2022)



Barriers and Challenges

- Organizational culture and resistance to change
- Budgets and finance – allocation of funds
- Integrating DEI into promotion and tenure evaluations, job duties, programs, and curriculum
- Desire or expectation for immediate change
- Data-what you do not measure does not matter
 - DEI Baseline Data- demographics (race/ethnicity, gender, etc.)
 - [COACHE Survey](#) (Harvard University)
 - Selection Rates



LSU

College of
Agriculture

LSU
AgCenter
Research · Extension · Teaching

LSUAgCenter.com

Questions or Comments?



Luke P. Laborde, Ph.D.
Interim LSU Vice President for Agriculture and Dean, College of Agriculture
225-578-4161, llaborde@agcenter.lsu.edu



LSUAgCenter.com