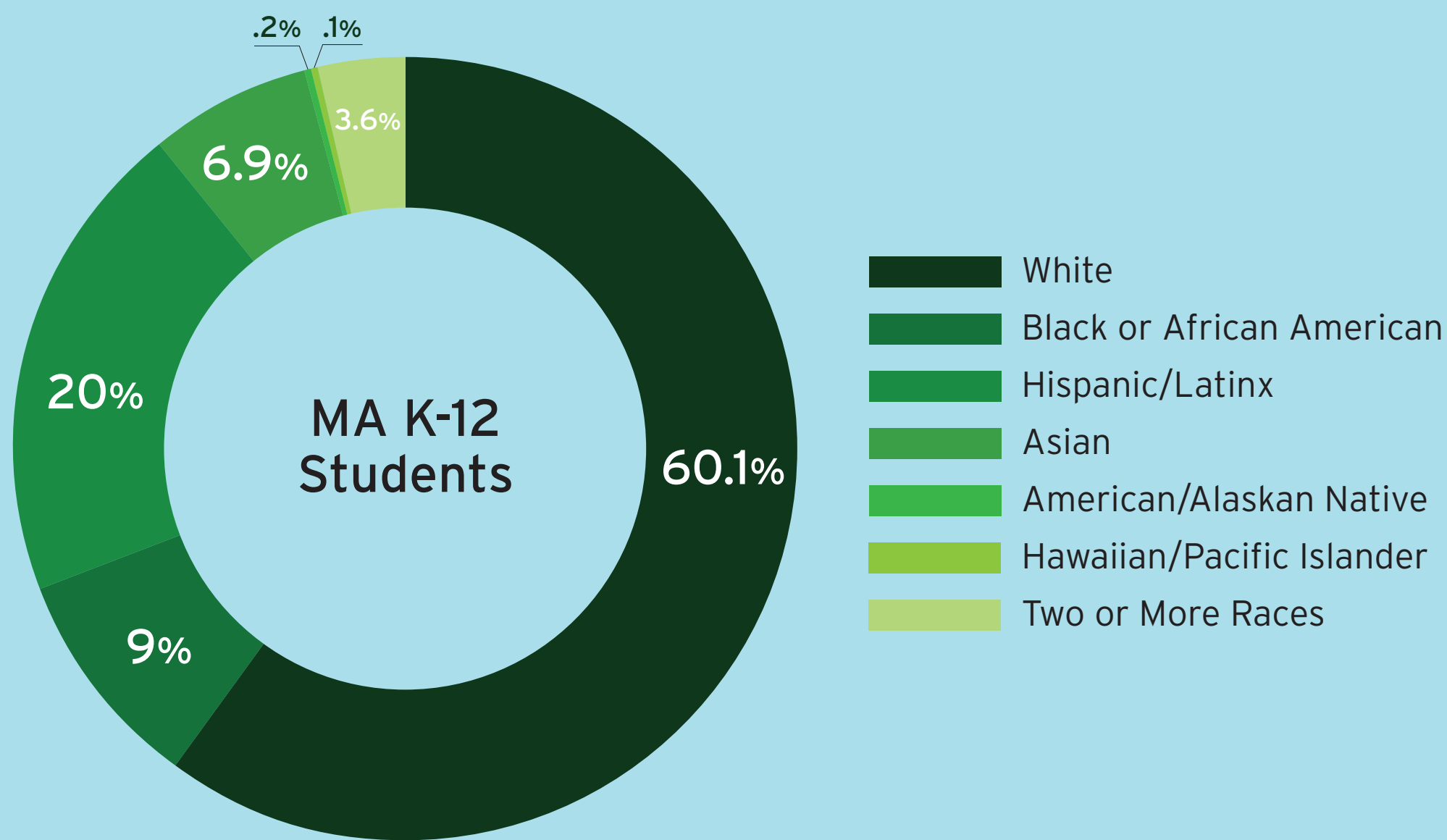


# 2015-2018 Recruitment, Retention, & Hiring Initiatives

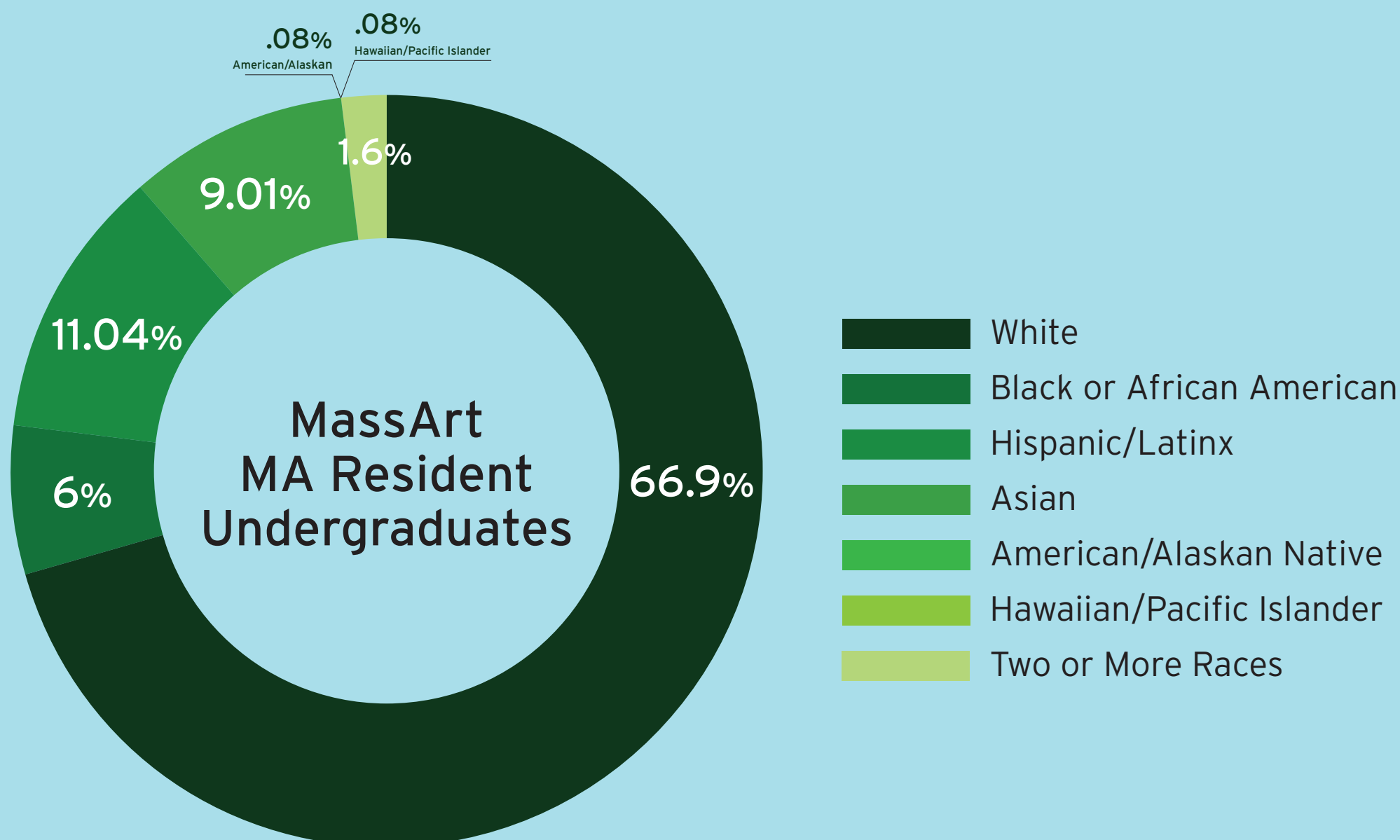
Through recruitment, hiring, and retention initiatives, MassArt's teaching and learning environment is becoming more representative of Massachusetts K-12 demographics.

Activity over the last academic year included hiring committees with search advisors, social and networking events, and a professional development series for faculty and staff.

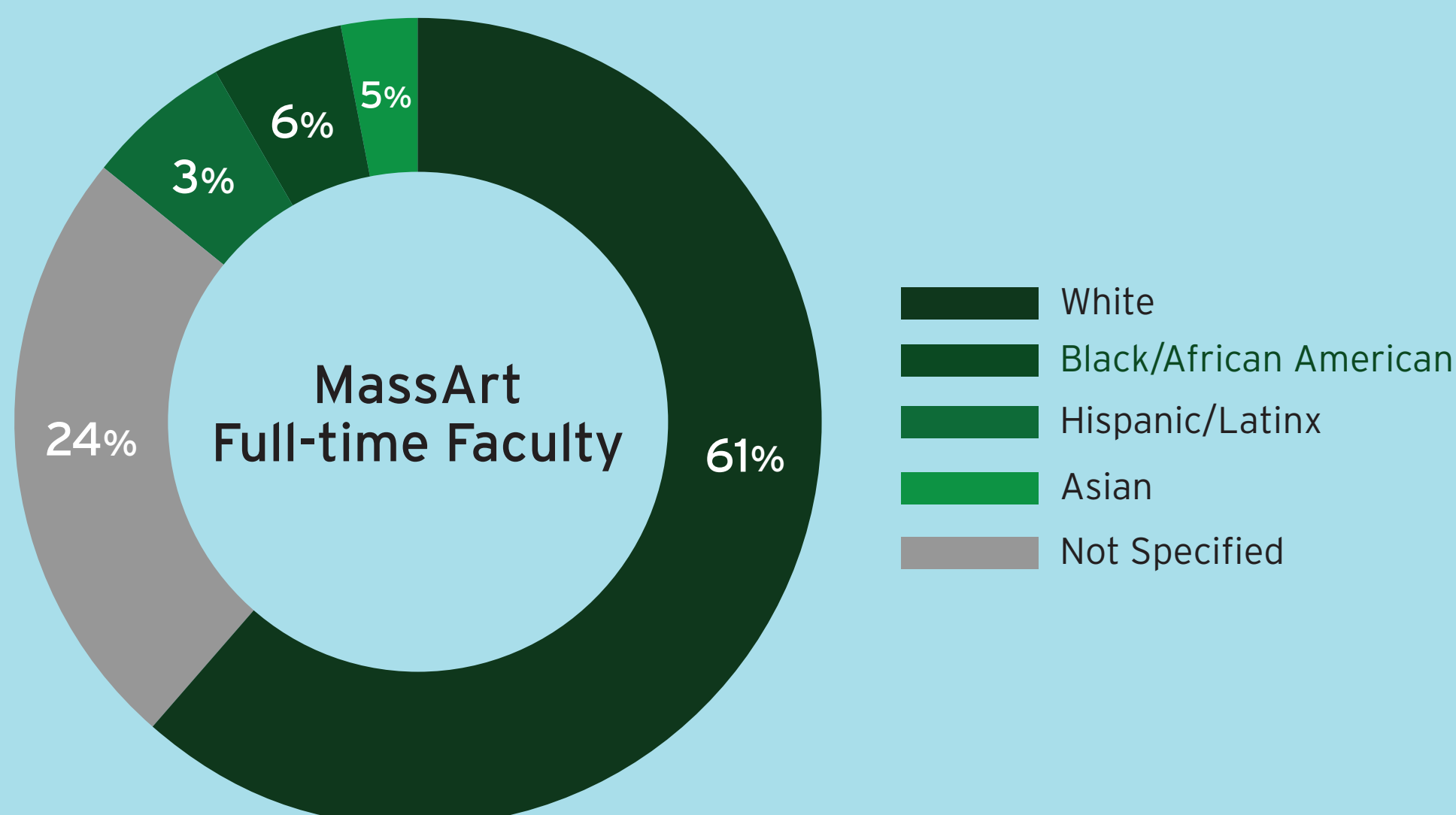


State-wide since 2014, K-12 students are becoming more diverse. The largest growth has been with students self-identified as Hispanic/Latinx (+12% or +3 percentage points (PP) since 2014) and two or more races (+16% or +.6PP).

Source: Department of Elementary & Secondary Education, MA



In three years, MassArt has increased the proportion of Massachusetts students self-identifying as Black or African American (+53% or +1.8PP) and increased by 20% the proportion of Massachusetts students self-identifying as Hispanic/Latinx (+19% or +1.7PP).



In three years, MassArt has increased the proportion of full-time faculty self-identifying as Black of African American (+68% or +2.7PP), Hispanic/Latinx (+40% or .6PP), and Asian (+49% or +2PP).

# 27

## Positions Filled

MassArt filled 27 positions in the following departments: Academic Affairs (6); Admissions (1); Art Education (2); Facilities (4); Human Resources (2); Information Technology (2); Institutional Advancement (3); President's Office (3); Public Safety (2); Student Development (2)

# 06

## Human Resources Programs

MassArt Professional Institute, Staff Appreciation Day, Service Award and Recognition, New Hire Orientation Program, Faculty & Staff of Color Networking Event, Benefits Fair, Ice Cream Social

# 12

## Search Advisors

Search Advisors include employees from the following departments: The Equity, Diversity, & Inclusion (EDI) and Human Resources Offices collaborate in the recruitment and hiring process. EDI assigns search advisors. Search advisors included: Human Resources, Equity Diversity & Inclusion, Information Technology (IT), Student Development, Administrative Services, Institutional Advancement, and Academic Affairs

2015-2018

# Recruitment, Retention, & Hiring Initiatives

# 129

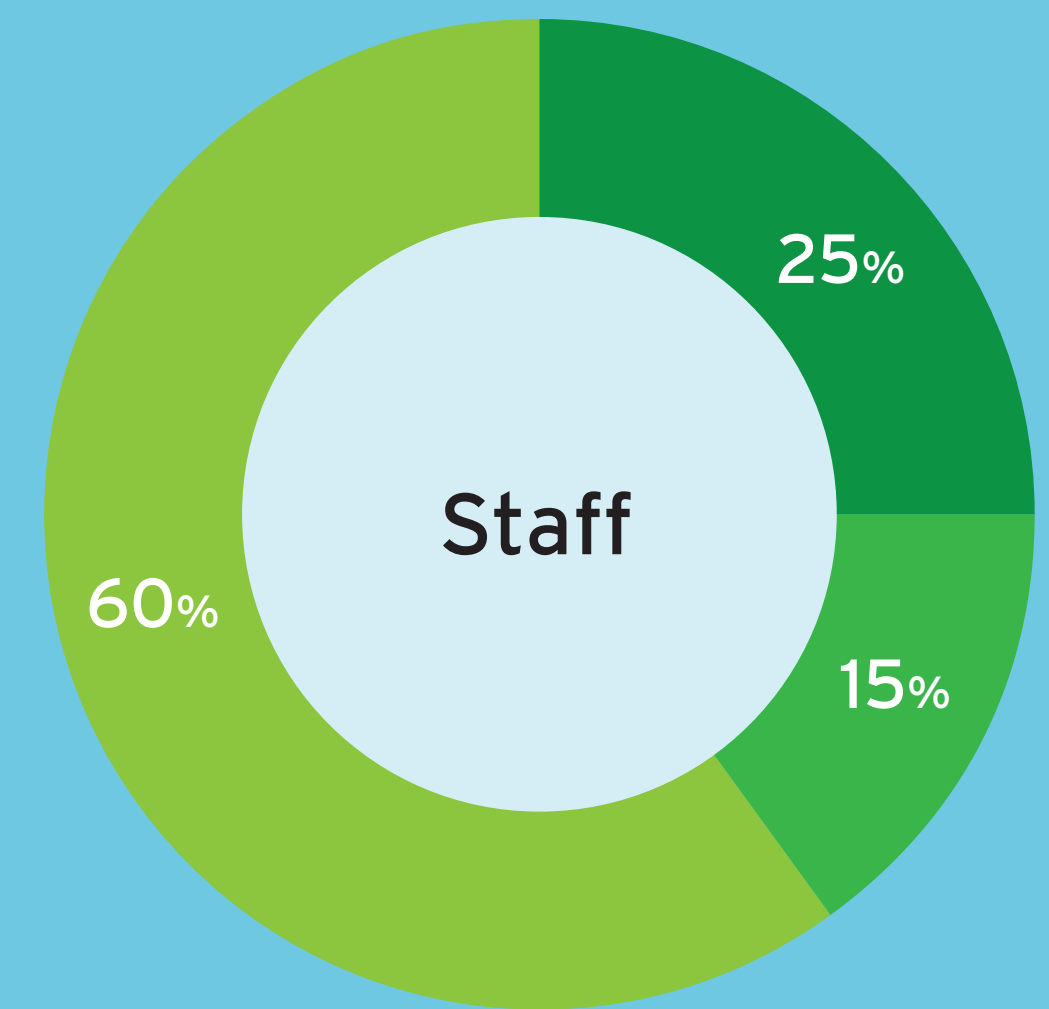
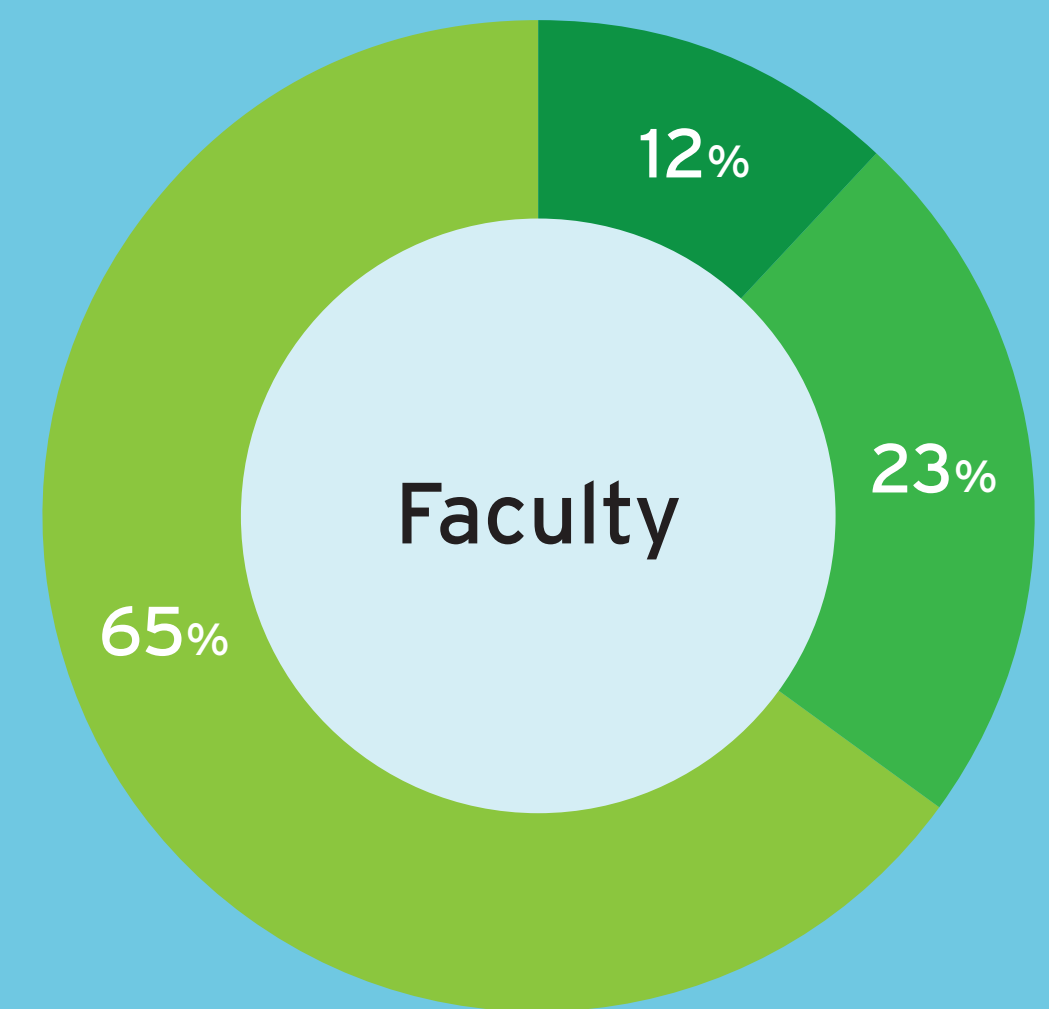
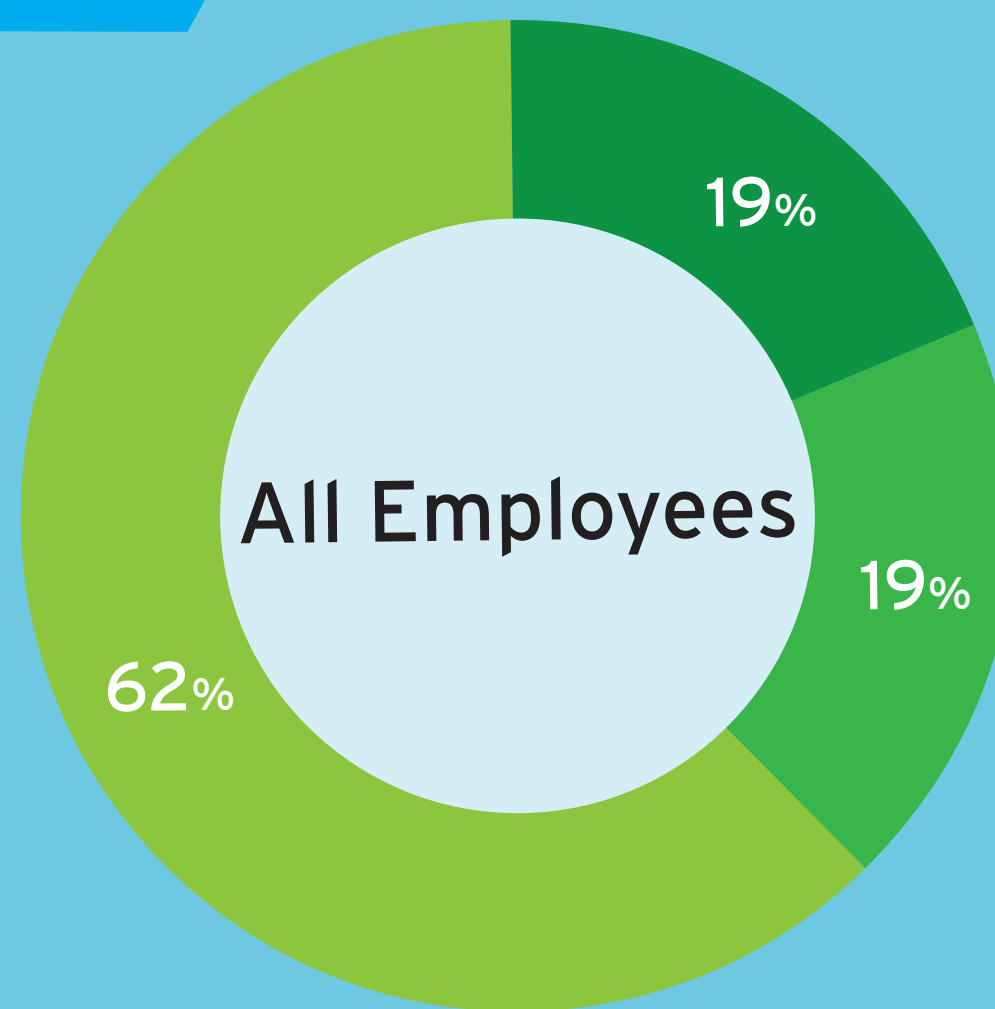
## Workshop Attendees

The MassArt Professional Institute hosted multiple workshops, among them:  
Strategic Hiring for an Inclusive Community  
Budget 101  
Neurodiversity  
Implicit Bias  
Conflict Resolution  
Respecting Our Cultural Strengths

# 09

## Webinars

MassArt sponsored or co-sponsored nine webinars, including:  
Building Diverse Applicant Pools  
National Inclusive Excellence Summit  
Strategic Diversity Recruitment  
Cultivating a Practice of Mindful Leadership  
Bullying in Higher Education



- ALANA
- Not Specified
- White

**ALANA:** Individuals who have self-reported their race/ethnicity as Asian, American or Alaskan Native, Black or African-American, Cape Verdean, Hawaiian or Pacific Islander, Hispanic/Latinx, two or more races.

**Not Specified:** Individuals who chose not to self-report their race/ethnicity or who identified as Unknown.

# 130

## Attendees

In 2017, MassArt hosted the 11<sup>th</sup> Annual Multicultural Conference, themed "Women, Work & Celebrating Self Worth," with the following participating organizations:

- Bentley University
- Berkshire Bank
- Bethel AME Church
- Boston Chamber of Commerce
- Boston Convention Center
- Boston Medical Center
- Boston Park Plaza
- Boston Red Sox
- Charles Street AME Church
- Children's Services of Roxbury
- Civis Behavioral Health
- Comcast NBC Universal
- Doubleday Counseling
- Eversource
- Exec Office of Energy & Environ Affairs
- Greater Boston Convention Bureau
- Harvard Pilgrim Health Care
- Jobs for the Future
- MassArt

- May Institute
- NAMIC New England
- Partners Healthcare
- R&L Associates
- Rhode Island Dept of Youth & Family Services
- Roxbury Center for Financial Empowerment
- WICN Public Radio
- Federal Reserve Bank of Boston
- Google
- Institute of Contemporary Art
- Marriott Corporation
- Massport
- MORE Advertising
- New York Life
- Reliant Group
- State Street Corporation

