Staff Retention

How do we successfully sustain investment in team members?

by

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What We Hope To Do Today

- A little bit about my role at UW
- Connecting the hiring process to onboarding
- Considering unwritten rules
- Reflecting on your management, your team, your organization
- Good practices for building an environment where we can all achieve
- Q&A
Preparing to Onboard

• Intentional conversation with your team.
  • Review the job description and job needs & consider team strengths/areas of growth
  • Be explicit about diversity and inclusion & plan to live up to it
• Reflect on candidate answers to ‘values’ and ‘needs for support’ questions.
  • Pay attention and use as a starting point for your work together.
• Prepare comprehensive information about engaging in community.
Think, Pair, Share #1

• What are some of the unwritten rules at UW?
• How about in your department?
Unwritten Rules...Paraphrased.

• People will mispronounce my name, how often do I want to correct it?
• We have to be mindful of both the exception and the rule.
• When I step out into spaces across campus, it is likely that I will be expected to speak on behalf of more than just myself.
• In group dynamics exist as well.
Think, Pair, Share #2

• Review the list of reflective questions.
• Are there areas of growth that you can identify for you, your team, and your organization?
KW Reflections

• Do you believe there are many right ways of doing things? Do you convey that to staff?
• Do you have honest relationships with each staff member you supervise?
• Do you know what motivates them, what their goals are, how they like to be recognized?
• Social identity and professional dynamics of power: how do you work to acknowledge and disarm them?
Good Practices

• Peer to peer onboarding
  • See example

• Understand professional interests and look for opportunities
  • Professional development – Intentional
  • Check in regularly
  • Promotion in and beyond your team

• Assume everyone is looking for affinity; don’t assume you know where.
DIVERSE FACULTY & STAFF

The University of Washington is committed to recruiting and retaining a diverse faculty and staff. The Office of Staff Diversity supports this effort by partnering with non-UW community organizations to advertise job postings and creating a pipeline of applicants. Additionally, we assist with retention efforts by providing support to the faculty/staff Affinity Groups and by keeping abreast of employment trends to implement programs and services that meet the needs of diverse faculty and staff. Our work is guided by best practices and the UW Diversity Blueprint.

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Questions

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- Thank you for your time!