

Resources for Recruitment and Retention of Women in Higher Education

RECRUITMENT

Washington State University (WSU) Human Resource Services (HRS) provides a variety of resources that focus on the recruitment of women in higher education.

An inclusive workplace is attained and sustained by seeking a diverse group of individuals and perspectives, valuing our differences and ensuring equitable opportunities. HRS supports a climate of integrity and equity that actively reflects open, respectful dialog. Links to diversity and equality focused information and related WSU organizations, such as The Women's Resource Center, can be accessed at <http://hrs.wsu.edu/diversity/>.

Higher Education Recruitment Consortium (HERC)

[HERC](#) is a highly regarded national consortium comprised of higher education institutions, government agencies, hospitals and research labs. HERC provides access to jobs in higher education and related fields and advances the ability of member institutions to recruit and retain a diverse and talented workforce and assist dual-career couples. WSU became a founding member of the Greater Washington State HERC to improve outreach in faculty recruitments. HRS posts faculty and administrative professional positions to the HERC jobsite to gain exposure on a national platform to the opportunities available at WSU.

As a member of HERC, WSU has access to live and on-demand [webinar offerings](#) on topics such as diversity recruitment, dual career and work/life programs, and search committee training which HRS hosts throughout the year. HERC also offers a directory of over 100 higher education and related publications, websites, associations, organizations, and professional societies that specifically serve [women](#) and other historically excluded and underrepresented populations.

ScholarlyHires.com

HRS places all faculty and administrative professional jobs announcements on [ScholarlyHires.com](#). ScholarlyHires.com is a diversity focused higher education job board that offers verified outreach (56.7% of applicants are female).

WSU HRS Social Media Channels

HRS promotes administrative professional vacancies on our LinkedIn Showcase page and all faculty and staff vacancies via our [@CareersWSU](#) Twitter. Currently, we have 687 twitter followers, 58% of which are female.

Worksource WA

HRS posts all faculty, administrative professional, and civil service positions on WorkSource WA. WorkSource Washington is a statewide partnership of state, local and nonprofit agencies that deliver a wide array of employment and training services for job seekers and employers.

RETENTION

To assist in the retention of women at WSU, HRS offers resources and training focused on diversity and gender equality in the workplace. WSU provides a comprehensive benefits package with various leave and retirement options and other programs.

Training and Development

University supervisors may release employees from normal work duties to attend training programs to promote professional development or improve job skills. The employee is released from normal work duties and compensated at their regular rate of pay to attend an approved training program. An eligible employee may use up to 96 hours of release time per year for training and professional development.

HRS coordinates and provides a variety of training opportunities to promote faculty and staff professional development (<http://hrs.wsu.edu/training/>). Through SkillSoft, WSU's online training system, as well as Live Instructor Led Trainings, HRS offers approximately 4,500 courses and over 20,000 online publications. WSU employees completed over 15,000 training courses (online or in person) in 2015.

The SkillSoft catalog contains a wide selection of books on the topic of women in leadership, including publications for emerging, mid-level, and senior leaders. SkillSoft books are available to all employees and offer an opportunity to enhance personal and career development. Some of the titles offered include:

- "On Becoming a Woman Leader: Learning from the Experiences of University Presidents" by Susan R. Madsen
- "Women Lead the Way: Your Guide to Stepping Up to Leadership and Changing the World" by Linda Tarr-Whelan
- "Women and Leadership: The State of Play and Strategies for Change" by Barbara Kellerman and Deborah L. Rhode

Types of Leave

WSU has a variety of family-friendly medical leave policies available to employees. Leave is provided under federal and state law, as well as WSU specific policies.

- Federal Leave Provision - [Family Medical Leave Act](#)
- State Leave Provisions - Department of Labor & Industries [Protected Leave Laws](#)
 - Family Care Act, Family Leave Act, Leave for Certain Emergency Services Personnel, Leave for Spouses of Deployed Military Personnel, Leave for Victims of Domestic Violence, Sexual Assault, & Stalking
- State Leave Sharing Program - [Shared Leave](#)
- WSU Leave Provisions (including Disability Leave)
 - [Civil Service](#) Employee Leave
 - [Faculty and Administrative Professional](#) Personal Leave
 - Extended leave as a [Reasonable Accommodation](#)

Retirement

WSU offers a retirement plan as part of workplace benefits through the Teachers Insurance and Annuity Association (TIAA). Created by TIAA, Woman2Woman ([W2W](#)) is an online community where women can become more informed about their finances. They can learn from experts, share experience and insight with peers, provide mutual support, and offer and receive encouragement. Woman2Woman is a forum to become more engaged and to gain the confidence needed to face their financial future.

Bright Horizons

WSU faculty and staff receive free access to [Bright Horizons](#) through a membership paid by WSU. Bright Horizons offers two programs: 'Sittercity' and 'Years Ahead'. These are referral based services wherein WSU faculty and staff will negotiate with and pay for any providers hired.

Sittercity offers in-home caregivers including:

- Babysitters: after-school, last minute, school holidays, extended work hours
- Nannies: full and part time
- Pet caregivers: dog walkers and pet sitters
- Caregivers: assist with special needs, companion care, homework help, and housekeeping
- Online Resources and Webinars: focusing on childcare, elder care, work life balance, and childhood development

Years Ahead offers a nationwide network of senior care providers including:

- Certified senior care advisors for guidance
- Specialized facilities including memory and hospice care and independent and assisted living communities
- In-home healthcare and senior care companions

OTHER RESOURCES AND INFORMATION

- [Extending the Tenure Clock](#) (Office of the Provost)
- [Commission for Status of Women](#) (CSW)
- [Association for Faculty Women](#) (AFW)
- [Advance at WSU](#)
- [Women's Resource Center](#)
- [Women's Transit](#)
- [Coalition for Women Students](#)
- [Women of Distinction Awards](#)