



Active Retention Initiative Timeline



PHASE I: National Reconnaissance	
Completed Summer 2020	Literature Review and identification of five main retention factors WHO: CoDaC Team
Completed Fall 2020	Review of Best Practices for Retention WHO: CoDaC Team
PHASE II: UO Context-Data Gathering	
Completed Winter 2020	UO Context-Existing Input <ul style="list-style-type: none"> Review campus input on climate/culture to date from sources including town halls, listening sessions, student demand letters, etc. WHO: CoDaC Team
Interviews Conducted Spring/Summer 2021	UO Context-Interviews — Exit and Stay Interview Pilot <ul style="list-style-type: none"> Identify, interview and contract with five external consultants as neutral third parties. Complete Exit and Stay interviews with current UO faculty of color and those who have left UO in past five years. Review results as key findings and basis for program/policy recommendations. WHO: CoDaC partnered with five external consultants to conduct these interviews.
Consultant Reports Completed December 2021	Final External Consultant reports completed and provided to CoDaC team in December 2021 WHO: External Consultants (Chavez-Haroldson, Haynes, Chen, Gonzales, Parker).
Completed January-February 2022	CoDaC reviewed and analyzed consultant findings and developed Proposal for Creation of an Active Retention Program.
PHASE III: Engagement and Organizational Change	
Completed March-April 2022	CoDaC shared consultant reports and proposal for creation of an active recruitment program with all faculty of color and solicited their input (amplifications and additions) via a Qualtrics survey. WHO: UO Faculty of Color
Completed May 2022	Faculty of color input was incorporated into the two main reports: Voices of University of Oregon Faculty of Color: External Consultant's Active Retention Report and Proposal for the Creation of an Active Retention Program.
June 2022	CoDaC team shares with university leaders plan for an Integrated Strategy for Faculty Retention including: 1) Findings, 2) Recommendations including a proposed Active Retention Program that will lead university retention efforts.
Summer/Fall 2022	Next Steps: Communicate to Campus Share deliverables that will make this initiative further transparent to campus, including but not limited to the following: <ol style="list-style-type: none"> Literature Review. Transforming the University of Oregon's Racialized Climate: Five Factors Shaping Faculty of Color Retention. Executive Summary of Voices of University of Oregon Faculty of Color: External Consultant's Active Retention Report. Proposal for Creation of an Active Retention Program (as appropriate). Strategic recommendations. Decide Course of Action