Faculty retention is vital to the success of UCSC. The following proactive practices work to improve the departmental climate for everyone, and can lead to increased productivity and faculty satisfaction.

**Climate**

- Clearly communicate departmental policies and processes.
- Value faculty contributions to diversity made through teaching, research or service.
- Share information equitably with all faculty to ensure transparency.
- Foster a welcoming climate where all individuals are treated with respect and dignity.
- Make use of accommodating practices and policies.
- Support the diversity of faculty by recognizing that excellence can be achieved in many ways.

**Assistance**

- Organize formal mentoring programs and provide for informal mentoring opportunities.
- Explore the use of a variety of retention strategies (research support, bridge money, salary, reduced teaching loads, leaves).
- Support targeted career development opportunities for both pre-tenure and mid-career faculty (professional conferences, leadership workshops, instructional improvement).

For information and resources:

EEO/AA  [http://www2.ucsc.edu/eeo-aa/index.html](http://www2.ucsc.edu/eeo-aa/index.html)

APO  [http://www2.ucsc.edu/apo/](http://www2.ucsc.edu/apo/)