Directive on Faculty Hiring

Our current 10.6 percent diversity among full-time faculty is out of step with local and national demographics. Also, our students miss out on the richness of a more diverse faculty. We will not increase faculty diversity if our hiring pools remain most white Americans.

As announced at the September 18th Deans Council meeting, a faculty diversity promotion directive will be in place for faculty hired during this academic year. Effective October 1, 2005, new full-time faculty hires will not be approved unless there is a diverse candidate in the pool. “Diversity candidates” is defined as different from White Americans and includes those from under-represented groups, such as, African Americans, Hispanic Americans, and Native Americans as well as foreign born individuals, such as those from Eastern Europe, Africa, and Asia. Formal offers and contracts require my approval through Suzanne Abler.

In view of the difficulties of recruiting for some disciplines and the prohibition of requiring a candidate to disclose race or nationality, there is a process for rare exceptions. Dr. Keenan Grenell, Associate Provost for Diversity, will assist in seeking diverse candidates for any pool. If the search coordinator requests an exception to the directive, the request must be accompanied by letters from the dean and from Dr. Grenell attesting to the effort to develop a diverse pool and recommending the exception.

Please contact me if you have any questions.