


WESTMONT



OFFICE OF THE PROVOST

MEMORANDUM

TO: All Department Chairs
FROM: Shirley A. Mullen, Interim Academic Dean 
DATE: February 12, 2002
SUBJECT: Diversity Pre-Hiring

In accordance with the diversity faculty pre-hire policy that was presented to the faculty last year, I would like to invite interested departments to submit proposals for a diversity faculty pre-hire position for 2003-04. Please review the attached memo of 9/20/2000, which outlines eligibility criteria. Proposals need not be lengthy but the proposal should address how your department meets the established criteria.

A proposal for 2003-04 needs to be RECEIVED by Shirley Mullen no later than Tuesday, April 2nd, if it is to be considered by the Executive Senate this year.

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MEMORANDUM

TO: Faculty Senate
FROM: Stan D. Gaede
DATE: September 20, 2000
SUBJECT: Diversity Pre-Hiring Policy

The College will, on occasion, hire faculty to meet diversity objectives in departments which are likely to need an additional faculty member in the near future. The process for such hiring would be as follows:

- The Executive Senate will designate departments which are likely to need an additional faculty member in the near future, either because of potential retirements or departmental growth.
- Departments seeking to be so designated would need to make a formal request to the Executive Senate by March 1; the Executive Senate would make its determination by the end of the spring term.
- Following approval, these departments will advertise in a way that both attracts minority candidates and does not violate fair employment practices.
- The primary goal of this approach would be to attract and hire faculty who provide ethnic diversity.
- A search committee would be organized by the Provost to oversee all such specialty searches in a given year.
- While there can be no guarantee regarding budget approval for such positions, candidates would not be brought to campus for a visit unless budget approval was likely.
- No more than one such position would be approved in any given budget year.

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OFFICE OF THE PROVOST

MEMORANDUM

TO: All Faculty
FROM: Stan D. Gaede
DATE: October 5, 1999
SUBJECT: A Proposal for Diversifying the Faculty

Over the last few years, we have made a good-faith effort to bring greater diversity to the faculty. In this we have had some success. The faculty is more diverse today than it was five years ago, having increased the number of women and people of color, and also initiating efforts to diversify the curriculum. Nevertheless, progress has been slow and inconsistent. It is my conclusion that the pace will need to be quickened if we are to become the college of our own aspirations. I have reached this conclusion, not because I believe diversity is more important than a number of other community values, but because it represents a more significant challenge at the present time.

Over the last year I have been involved in discussions with a variety of faculty, seeking to come up with new strategies for diversifying the faculty. These conversations have been productive and helpful. Clearly, there is no quick solution. But a number of ideas have been put forward which I think stand a good chance of moving us along in our diversity objectives (see attached document).

The following proposal is based upon these suggestions, the advice of the Faculty Council, as well as my own convictions. Regarding the latter, two are central: First, I believe we are united as a faculty in our desire to bring about greater diversity within our midst. That goal has been articulated in our objectives, affirmed by those in leadership, and informally confirmed in my daily interactions with faculty. We understand that the goal flows naturally out of our Christian convictions and our desire to be faithful to our own vision of the liberal arts. That being the case, I think our need at this point is not for rhetoric, but for strategies to accomplish the objective. That is, I think we need to get down to the business of developing habits and structures that will make diversity more likely in the faculty, not only in the faces we see on campus but also in our collective experiences and individual imaginations. This proposal is aimed at moving us in that direction.