



WESTMONT

economics & business

DATE: June 14, 2010
FROM: Edd Noell, Chairman
TO: Richard Pointer, Interim Provost
RE: Diversity Recruitment Summary - 2009

The Economics and Business Department continues to pursue diversity recruits to fill its fourth faculty position. During the search process for the 2009-10 academic year over half of the 20 applicants represented either a racial minority group or were female. The two candidates who made our 'short list' and visited campus for the interview process were a Korean male and a white female. Unfortunately one of the candidates was not able to accept our offer of a tenure-track contract. In addition we have pursued the following activities:

- Provide for our students the opportunity to hear lecture presentations from diverse speakers, including presentations to our economics and business majors by each of the diverse faculty candidates for our faculty opening in Spring 2010.
- Edd Noell continues to be active in making contacts among younger economists in the American Economics Association, particularly with female and minority professional economists who have joined the Association of Christian Economists.
- David Newton remains in contact with both male and female business faculty and entrepreneurs who are African-American. Some of them have spoken to EB students on our campus. They also serve as liaisons to business minority networks for us.
- Newton remains active in USASBE and ICSB providing direct access to various minority-scholars programs nationwide 2-3 times per year at national and regional meetings. He also is an active speaker at the annual Experiential Classroom Symposium at Syracuse University, which provides direct access to 75+ new entrepreneurship faculty per year, with usually one-quarter being women, and about one-third being ethnic minorities.
- Newton continues to monitor the alumni network of new PhDs and DBAs graduating each year from the Marshall Goldsmith Business School at Alliant International University (around 20-25 per year), where on average 90% are international students and about one-third are women.