

Diversity Recruitment Accountability Proposal (Draft April, 2007)

The thesis behind this proposal is that, while preparation and contact development prior to beginning a search is not guaranteed to produce a diversity hire, lack of such preparatory work will result in a more homogeneous pool unlikely to increase the diversity of our faculty. We most naturally gravitate toward those like us and we need to work consciously to expand our circle of contacts. This effort must be intentional and sustained. A flurry of quick contact as we begin the recruitment process will not be sufficient to move us forward.

To assure a measure of accountability, I suggest that each year every department submit a short (less than one page) report on the activities in which members have engaged that are designed to increase the diversity of future candidate pools and the likelihood that a hire will be made from an underrepresented group. These activities should begin now regardless of the timing of the next anticipated hire. A hire may come at an unexpected time, but, more importantly, these activities may require five to ten years to bear fruit.

Before authorizing a search, the provost would review the reports from the last five to ten years. Where a strong record of preparatory activity is evidenced, the search could begin. When the record is less compelling, a search might be postponed until the expected preparatory work can be completed. In other cases, the record might be used to determine which of two compelling new positions to authorize. Clearly, a record of preparation cannot be built overnight so there will be a time of transition during which we continue to hire faculty while doing the groundwork for future searches.

Potential Activities:

This list is not meant to be either exhaustive or mandatory. It is included to give an indication of the range of possible approaches and approaches.

- Investigate which sub-disciplines related to your department have populations that might diversify our current faculty profile.
- Attend a conference or session sponsored by an ethnic organization in your discipline. Attend a session related to a specialty identified above.
- Contact sister schools to find out who they are sending to graduate programs. Initiate and maintain contact with these students as they move through graduate school.
- Produce a hypothetical job description and have it vetted by the diversity specialists to assess its appeal to potential underrepresented candidates. Use the feedback to hone the eventual announcement.
- Establish and maintain contact with ethnic churches located near outstanding universities.
- Bring faculty of color to campus for lectures and presentations.
- Establish a relationship with faculty in your discipline at one of the historically black colleges or universities.
- Investigate development programs for under-represented graduate students in your discipline. What schools have successful programs? Can you make connections with their students?
- Sponsor a *Cultivating Candidates for Mission* summer program in conjunction with the Gaede Institute for the Liberal Arts.