



UC ADVANCE PAID Roundtable

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World Class. Face to Face.

The Context



- ❑ Initiative 200: "The state shall not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education, or public contracting."
- ❑ Mostly white state and white university
- ❑ University commitment to diversity not fully realized

Revisions to the Search Process



❑ Senior Diversity Liaisons

“The Senior Diversity liaison is a tenured faculty member who will engage in tenured faculty searches early in development to help ensure searches are conducted fairly and inclusive search practices are followed.”

❑ Search Committee Process and Role

❑ Required Diversity Qualifications

- Relevant to duties and responsibilities of position
- Clear criteria for ranking

Examples of Required Qualifications



“Ability to serve under-represented groups and contribute to WSU's diversity goals in research, teaching, mentoring, and/or service.”

“Demonstrated ability to contribute to campus diversity efforts.”

“Ability to mentor students from diverse backgrounds, incorporate issues of diversity into curricular offerings, and/or conduct research of relevance to under served communities.”

Evaluation of Required Qualification



“Demonstrated ability to contribute to campus diversity efforts.”

- ❑ Diversity-related teaching, research, and/or service experience
- ❑ Stated intention or discussion of how applicant would contribute to campus diversity efforts

Evaluation

- Not addressed
- States that criterion met but no examples or details
- Gives detailed examples of how criterion has been met

Final Thoughts



- ❑ From the supply-side: Defining diversity

Diversity qualifications should reflect the characteristics being sought

- ❑ Diversity qualifications and faculty diversity

Including a diversity qualification in the job description creates the potential for increasing diversity throughout the institution (Smith et al. 2004)