

RESOLUTION-POLICY

X	Action Item
	For Information Only

From: Dr. Eric Milou, Rowan University Senate President  
To: Dr. Ali Houshmand, Provost  
Date: 5/12/09  
RE: Senate Resolution **090511-3**

Diversity in Hiring Resolution

WHEREAS, the most recent version of the Rowan University Mission, and the Academic Master Plan affirm diversity as one of the University’s core values, and a desired characteristic of the university community for reasons of justice as well as educational breadth and effectiveness.

WHEREAS, the mission statement mentions “highly qualified and diverse faculty, staff and students”, and the Academic Master Plan lists “diverse perspectives” as a core value of the institution.

WHEREAS, commitment to this core value, and experience in implementing it, is distributed across campus, and works from the ground up as often as from the top down. Yet by several measures, including the definition of diversity promulgated in our Master Plan, Rowan University is not where it should be with regard to diversity.

WHEREAS, as the legal environment has changed, the methods by which Rowan seeks to maintain and deepen this commitment have also had to change. Many departments need assistance in finding ways to do this in their job searches, while complying with the current state of the equal employment opportunity law, and maintaining their commitment to finding the best candidate to fit the particular needs and mission of the department.

WHEREAS, the Office of Equity and Diversity is well positioned to provide such assistance. The Office knows the law as it bears on diversity and hiring. It collects institutional research on diversity issues. As methods and resources used to promote diversity on campus prove to be effective, it will be able to share these methods and resources with others, and will gain a more comprehensive picture of what is being done on campus to pursue this part of the university’s stated mission and goals.

WHEREAS, at present, there is no standardized university-wide method of promoting diversity in hiring at the departmental level, or of keeping track in a reliable and informed way of what is being done toward this end within the university. Consultation with the Director of Diversity and Equity is optional, and occurs in only a minority of departmental hires.

THEREFORE, the Diversity Committee offers the following resolution to increase university-wide interest in and commitment to the core value of diversity, as it affects the hiring process.

**BE IT Resolved, that** when departments are authorized to search for full-time, tenure track faculty, the department or its search committee shall meet with the Director of Equity and Diversity, or with her or his representative, prior to advertising the position. The purpose of this meeting shall be to discuss appropriate strategies for attracting a diverse pool of applicants for the job, as well as ways in which the department can further the university's commitment to the value of diversity in the process of fulfilling its departmental mission.

Acceptance:

\_\_\_\_\_ I give my approval. I have forwarded this item to \_\_\_\_\_ for implementation.

\_\_\_\_\_ No approval is actually needed. I have forwarded this item to the following individual or office for informational purposes only:

\_\_\_\_\_

ADDITIONAL REVIEW NEEDED:

\_\_\_\_\_ I am willing to give approval if the following modification(s) are made:

\_\_\_\_\_ Before I can approve or reject this item, I need clarification on the following:

\_\_\_\_\_ I have forwarded this item to the following individual or office for further consideration and consultation.

Rejection:

\_\_\_\_\_ I decline acceptance of this item for the following reason:

*Please Return this Copy to the University Senate President ~ Retain a Copy for Your Records*