The following recommendation was adopted by University Faculty Council (UFC) on November 7, 2005; it is based on Recommendation D in the Common Ground Subcommittee report. UFC moves adoption of this recommendation by University faculty.

Deans and University Faculty Council should jointly approve and publicize a clear policy outlining faculty search procedures designed to promote diversity. The policy may include:

1. Placing a diversity advocate on each search committee, providing training for diversity advocates, and explicitly defining their role. Among other functions, the role of diversity advocate might include:
   - making a pre-search assessment of the department’s current demographics and its recent “track record” in hiring;
   - pre-search planning to identify potential sources for a more diverse applicant pool;
   - in-search consultation with deans regarding the diversity of the pool before on-campus interviews;

2. Pre-search review of position description to consider whether a broader or different description of subject matter may enhance diversity of curricular offerings and diversity of applicants;

3. Providing a “guidebook” on diversity for search committees. (A number are already published; or we might compile our own.);

4. Using a standard University-wide statement promoting diversity in all job announcements;

5. Review and evaluation of deans and department chairs based on efforts to promote diversity.

4/14/06