



Alliant International University Policy on Diversity in Faculty Hiring

Approved September 1, 2010

Multicultural and International Competence is one of the four pillars of Alliant's mission. One important vehicle for achieving this is reflected in Alliant's commitment to recruiting, hiring, supporting, and retaining a diverse faculty that is representative of the diversity within the United States as well as the global environment. Alliant is committed to developing a faculty that includes an array of nationalities, races, ethnicities, genders, sexual orientations, religions, socioeconomic statuses, abilities, and ages, and Alliant is particularly interested in fostering a faculty where groups that have been historically underrepresented and undervalued are fully present and integrally engaged. Though we conceptualize "diversity" broadly and inclusively, we recognize that it is important to pay special attention to certain identity domains, for example, race, that have historically been societal flashpoints.

Alliant is an Equal Opportunity Employer; however, we go beyond this mandate to proactively seek out diverse faculty members and to create an environment that is conducive to their success. Within academia, Alliant strives to provide national and international leadership in engaging a diverse faculty and in fully utilizing the faculty's gifts and skills in order to educate and train culturally competent professional practitioners and to develop scholarship and research that addresses the needs of diverse peoples and communities around the world.

Faculty diversity is critical to Alliant's mission and it is known to have many specific benefits, including: 1) better outcomes for all students, who are stimulated to explore new questions, to examine new perspectives, and to embrace new paradigms; 2) a more attractive, inviting, and supportive environment for underrepresented students; 3) enhancement of the university's capacity to educate and train all students to practice professionally in diverse, underserved national and global communities; and 4) the development of faculty and student scholarship and research that is responsive to the needs of an increasingly diverse environment and that makes a real difference in the world.

This policy addresses three areas: (a) planning with the Deans, (b) job announcements, and (c) Search Committees.

Planning with the Deans

Every fall, I-MERIT staff will meet with the Provost or Associate Provost for Administration and individually with each of Alliant's Deans in order to:

- ✓ Review the School's current profile of faculty diversity
- ✓ Consider upcoming searches and opportunities for diverse hiring

- ✓ Discuss best practices in outreach, recruitment, and hiring with respect to faculty diversity

Job Announcements

Before job announcements for faculty or Program Director positions are posted publicly, the Program Director, Dean or Search Committee Chair must consult with Human Resources (HR) staff on language and terminology in order to ensure a script that is most likely to attract diverse candidates. For example, it is important to include language in the job announcements that articulates Alliant's commitment to multicultural/international training and competence. Such inclusion is an important vehicle for signaling to prospective candidates our commitment to diverse hiring.

I-MERIT and HR will make available sample wording, for job announcements of varying lengths, that articulates the university's commitment to multiculturalism/internationalism. These "language templates" can be used by Deans, Program Directors and Search Committees as they develop job announcements, and they will be used by HR in reviewing proposed job announcements. HR will consult with I-MERIT staff, as needed, to get assistance in providing feedback to Programs and Search Committees about the diversity-friendliness of their job announcements.

Deans, Program Directors and/or Search Committees are expected to make every effort to disseminate the Job Announcements widely and broadly and to target publications, associations, websites, and listservs that reach diverse prospective candidates. The I-MERIT Office will provide support in identifying diverse outlets and venues.

Search Committees

In addition to following the existing Search Committee procedures outlined in the Alliant Faculty Handbook and on the Alliant Human Resources portal, all Faculty Search Committee members are required to participate in an orientation, offered jointly by HR and I-MERIT, on best practices in outreach, recruitment, and interviewing strategies designed to insure diverse candidate pools and to foster fairness and inclusion. The orientation will include attention to:

- ✓ Collaborative discussion on how a diverse pool of candidates might be composed relative to the current diversity profile of the Program and the School.
- ✓ Resources on optimal strategies for recruitment of diverse candidates
- ✓ Effective, culturally competent, and welcoming interview techniques

The I-MERIT Office is available to provide resources and consultation to Search Committees throughout the search process. The Search Committee is expected to work diligently to achieve a diverse pool of candidates and to continue outreach and recruitment until such a pool is identified.

Additionally, each Search Committee must appoint one member of the Committee to serve as the Diversity Officer of the Committee. The Diversity Officer is responsible for:

- ✓ Providing leadership to the Committee around diversity issues and consulting with I-MERIT staff as needed.
- ✓ Documenting the search processes and outcomes related to issues of fairness and inclusion.

Accurate and thorough documentation will allow for the ongoing tracking and collection of demographic data on applicants and faculty interviewees, thus providing a mechanism to monitor our success in the recruitment of diverse candidates.

Below is a checklist for Search Committees to use in tracking their progress through the requirements outlined in this policy:

- After forming the Search Committee, appoint one person to serve as Diversity Officer
- Schedule joint I-MERIT and HR orientation meeting for the Search Committee
- Consult with HR staff on language and terminology of job ads
- Consult with I-MERIT on diverse outlets and venues for job postings
- Document search process (e.g. venues used for announcements, specifics of candidate pool)
- Send search process documentation to I-MERIT