

## **Faculty Searches and Recruiting in the Engineering College**

October 19, 2004

1. A new committee, the "Faculty Recruitment and Diversity Committee" (FRDC)<sup>1</sup>, will be appointed by the Dean. The FRDC will report to the Associate Dean for Diversity. The FRDC will serve as a resource and will provide accountability for all faculty searches in the College.
2. Before any faculty search is initiated, the Associate Dean must be notified and the Dean must approve the search. A member of the FRDC will be assigned to serve as a member of the search committee and will report to the FRDC on search progress.
3. The search committee will be briefed by the FRDC on best practices for recruiting faculty, particularly for recruiting women and minorities. The search will be expected to adopt the best practices.
4. Our College objective is to increase the female faculty from 12% to 20% and the underrepresented faculty from 4% to 7%. The goal is that 50% of faculty hires are women or underrepresented minorities.
5. The chair of the search committee must provide the Associate Dean for Diversity and the FRDC with a summary of the search plan, particularly with respect to identifying potential women and minority (W/M) candidates. Contacts with leading women and minority scholars and potential candidates must be initiated. If no W/M candidates are identified as strong candidates, the search committee will be urged to widen the search to related areas. The objective is to enhance the search by developing interactions with the community of minority and women scholars.
6. The candidates invited to campus will meet with the Dean or with an Associate Dean whenever possible. This particularly applies to W/M candidates and to senior faculty candidates.
7. The College, with assistance from the campus, will provide startup and bridging funds necessary to successfully recruit the W/M candidates. If an exceptional W/M candidate is identified, but his/her expertise is outside of the search area, the College may provide long-term bridge funds or create a new line if the candidate's area of expertise is related to the goals of the College's strategic plan.
8. Before an offer is made to a candidate, the Associate Dean and Dean must be notified of the intention to make an offer and the Dean must approve. If the initial search does not identify any viable women or minority candidates, the reasons to proceed with the search, and with a subsequent offer, must be compelling.

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<sup>1</sup> The FRDC will replace the previous Affirmative Action Committee.