

DIVERSITY PLAN IMPLEMENTATION RE MINORITY HIRING:

Council of Deans
Minutes of the Meeting of May 7, 1997

1. Provost Roy Austensen expressed concerns regarding our failure to follow the Diversity Plan in terms of the process, although, he pointed out, we have been faithful to the spirit in seeking minority appointments and have done especially well with appointments of women in this academic year. The process has been followed in the top level executive searches but not in faculty searches. In effort to recommit itself to the process, the Council discussed the following:

- A. The Director of Human Resources should send a form to collect data in every faculty and academic job search. *was never implemented* Note: **However, Stephanie Coyle needs to be informed to do this by department chairs and deans. Since the job applications are sent directly to various departments, she will not have the names of candidates in the pool. If her office is to collect the data regarding ethnicity and race, it must be provided with a list and addresses. It will be the responsibility of the hiring departments to ensure that this happens.**
- B. We need to continue to be purposeful in recruiting Lutherans.
- C. The diversity information form needs to be aligned to the diversity plan. The statement on page five asks departments to provide reasons and justification after the search is completed but the form does not ask for this step.

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Council of Deans
Minutes of the Meeting of May 11, 2005

Provost Austensen urged the Council to be more focused and proactive in diversity hiring. He plans to enforce the process of a preliminary report on the pool being submitted to him before authorizing interviews on campus. He will also support opportunity hires; that is, hiring a minority person even if there is no current position available.