

Faculty Diversity Reading Material

Office of the Associate Vice Provost for Faculty Advancement. *Faculty Recruitment Toolkit*. University of Washington, Seattle, Washington.
http://www.washington.edu/diversity/avpfa/Recruitment_Toolkit/index.html
The development of a generic recruitment tool kit to aid in diversifying the applicant pool when conducting faculty searches was inspired by success stories from two colleges at the University of Washington.

Equal Opportunity Office (2006). *Guidelines to Fair Pre-employment Inquiries at the University of Washington*. University of Washington, Seattle, Washington.
<http://www.washington.edu/admin/hr/roles/mgr/hire/interview-select/fair-preemploy.html>
These guidelines were developed to assist University of Washington employees who participate in any phase of the hiring of employees. To comply with federal and state hiring laws and University policy, employees must exercise care to avoid making unfair pre-employment inquiries, whether on forms, during interviews, or when requesting information concerning applicants.

Joyner, L. M. (2006). Gender matters. *Conversations*, 30, 38-40.
<http://webwork.bc.edu:8080/offices/diversity/meta-elements/pdf/GenderMatters.pdf>

Massachusetts Institute of Technology Faculty Search Committee Handbook (2002).
<http://web.mit.edu/faculty/reports/FacultySearch.pdf>

O'Neale, R. T. (2006). Unlocking inclusivity: One manager's journey. *Insights*, 15-17.
<http://webwork.bc.edu:8080/offices/diversity/meta-elements/pdf/UnlockingInclusivity.pdf>

Trower, C. A., and Chait, R. P. (2002). Faculty diversity: Too little for too long. *Harvard Magazine*, March-April.
<http://www.harvardmagazine.com/on-line/030218.html>
When alumni, after a long absence, stroll through Harvard Yard or return to any other university campus, two questions usually come to mind: "What's different?" and "What's the same?"

The following group of relevant articles is from “Academe,” a publication of the American Association of University Professors (AAUP) – available online and in print, published between 2000 and 2005:

<http://www.aaup.org/AAUP/pubsres/academe/>

Baez, B. (2003). Outsiders within? *Academe*, 3.

<http://www.aaup.org/AAUP/pubsres/academe/2003/JA/Feat/baez.htm>

Ethnic labels empower and disempower Latino faculty. Life in the borderlands of the academic community means living with new dilemmas and paradoxes.

Beretz, E. M. (2003). Hidden disability and an academic career. *Academe*, 3.

<http://www.aaup.org/AAUP/pubsres/academe/2003/JA/Feat/Bere.htm>

Institutions and attitudes impose cruel choices on faculty with hidden disabilities. One key to resolving these choices is greater institutional flexibility.

González, C., Nemeier, D. A., and Navrotsky, A. (2003). The new generation of American scholars. *Academe*, 3.

<http://www.aaup.org/AAUP/pubsres/academe/2003/JA/Feat/gonz.htm>

The quest for new kinds of knowledge tests disciplinary and departmental boundaries. To foster this pursuit, institutions need to rethink traditional ideas about faculty identity and support.

Harris, Leslie M. (2006). (Re)Writing the History of Race at Emory. *Academe*.

<http://www.aaup.org/AAUP/pubsres/academe/2006/JA/feat/Harr.htm>

Born out of controversy, the Transforming Community Project draws staff, students, and faculty into discussing the history of race on campus.

Hubbard, Dolan (2006). The Color of Our Classroom, the Color of Our Future. *Academe*.

<http://www.aaup.org/AAUP/pubsres/academe/2006/ND/Feat/Hubb.htm>

Historically black colleges are key to producing African American faculty.

Krebs, P. M. (2000). Wheaton does diversity. *Academe*.

<http://www.aaup.org/AAUP/pubsres/academe/2000/SO/Feat/kreb.htm>

The English department wanted diversity. It recruited imaginatively and hired two African American faculty members.

Milem, J. F. (2000). Why race matters. *Academe*.

<http://www.aaup.org/AAUP/pubsres/academe/2000/SO/Feat/mile.htm>

It's a win-win proposition. Recent research shows how individuals and institutions gain from greater diversity on campus.

Moody, J. (2004). Supporting women and minority faculty. *Academe*, 4.

<http://www.aaup.org/AAUP/pubsres/academe/2004/JF/Feat/mood.htm>

To retain and promote a more diverse workforce, institutions need to welcome faculty newcomers differently.

Neithardt, Leigh A. (2007). Gender Inequities Persist on U.S. Campuses. *Academe*.
<http://www.aaup.org/AAUP/pubsres/academe/2007/JF/AW/GenEquity.htm>

O'Neil, Robert (2008). The Supreme Court, Affirmative Action, and Higher Education. *Academe*. <http://www.aaup.org/AAUP/pubsres/academe/2008/JF/Feat/onei.htm>
Higher education will feel the ripples of the summer's ruling on affirmative action.

Springer, A. D. (2004). Faculty diversity in a brave new world. *Academe*, 4.
<http://www.aaup.org/AAUP/pubsres/academe/2004/JA/Col/Iw.htm>

The dust is not settling after the Supreme Court's June 2003 decisions in two University of Michigan cases addressing affirmative action in higher education admissions—it just swirls in new patterns. Colleges and universities are now struggling with what diversity will mean on their campuses, and what they can do legally and practically. Faculty hiring poses the same conundrum. Search committees often ponder what they can and can't say or do, and struggle with changing practices and policies—or the lack thereof. Yet we know even more now about the importance of diversity; its positive impact on students, faculty, and education; and the need to take conscious steps to make it happen.

Steward, D. (2003). Working toward equality. *Academe*, 3.
<http://www.aaup.org/AAUP/pubsres/academe/2003/JA/Feat/stew.htm>

Equal opportunity for gay, lesbian, bisexual, and transgendered faculty remains elusive. Progress depends on strengthening antidiscrimination efforts in institutions and statehouses.