

SEARCH PLANNING TEMPLATE

Instructions: In keeping with the College's mission to advance diversity, members of the search committee should discuss strategies they will implement to help attract a diverse applicant pool. Please fill out this form after members of the committee have discussed the options, and send a completed copy to Robin C. Rinehart, Dean of the Faculty.

Position: _____

Search Committee: _____

LAFAYETTE COLLEGE DIVERSITY AND INCLUSIVENESS STATEMENT

** Lafayette College is committed to creating a diverse community: one that is inclusive and responsive, and is supportive of each and all of its faculty, students, and staff. The College seeks to promote diversity in its many manifestations. These include but are not limited to race, ethnicity, socioeconomic status, gender identity and expression, sexual orientation, religion, disability, and place of origin. [Revised per Faculty Motion 12-03, Board, Oct. 20, 2012]*

The College recognizes that we live in an increasingly interconnected, globalized world, and that students benefit from learning in educational and social contexts, in which there are participants from all manner of backgrounds. The goal is to encourage students to consider diverse experiences and perspectives throughout their lives. All members of the College community share a responsibility for creating, maintaining, and developing a learning environment in which difference is valued, equity is sought, and inclusiveness is practiced.

It is a mission of the College to advance diversity as defined above. The College will continue to assess its progress in a timely manner in order to ensure that its diversity initiatives are effective. [Faculty handbook Appendix C, adopted by the Faculty on April 7, 2009 [08-21] Approved by the Board of Trustees on May 22, 2009]

Creating a Diverse Pool

I. Ad Language

- a. Please note any ways in which the areas of specialization for the position are designed to attract a diverse pool (very open, research areas with higher numbers of diverse graduate students, etc.)

- b. In order to signal that we are serious about diversity and to describe the department/program and College as welcoming, stimulating environments, all ads must include the following statement:

Lafayette College is committed to creating a diverse community, one that is inclusive and responsive, and is supportive of each and all of its faculty, students, and staff. All members of the College community share a responsibility for creating, maintaining, and developing a learning environment in which difference is valued, equity is sought, and inclusiveness is practiced. Lafayette College is an equal opportunity employer and encourages applications from women and minorities.

II. Ad Placement

- a. Please list the places where the ad is to be placed, noting any venues that are believed to be especially useful in attracting a diverse pool

III. Contacts/Outreach: Please list additional other forms of outreach that committee members will pursue, such as:

- a. Contacts from the committee members' networks (friends at Ph.D. granting institutions, contacts at members' alma maters, research associates, etc.)
- b. Contacts from the department's networks (discipline associations and their listings, etc.)
- c. Contacts from conferences
- d. Contacts at HBCUs and Historically Hispanic Institutions
- e. Contacts with Directors of Graduate Studies (DGSs) at institutions reputed to produce higher numbers of Ph.D.s of color
- f. Contacts with top researchers in the field
- g. Contacts with our alums who have gone on to get Ph.D.s in the field
- h. Other