

## **DIVERSITY RATIONALE**

The rationale for increasing diversity among the faculty is directly related to the College mission. Three essential elements of the mission - academic excellence, preparing students to live in an ever-changing and diverse world, and our Franciscan legacy - are all supported and increased through having a faculty from a wealth of differing ethnic, international, religious, and scholarly backgrounds. Diverse faculty will enhance and expand the curriculum, will help attract and retain a more diverse student body which in turn will bring a broader spectrum of ideas and experiences into the classroom, and will advance college-community relationships throughout the capital region.

Franciscan education seeks to empower students to be agents of peace, to reject violence as a means of achieving one's goals, to respect the unique worth of each person, and to protect the rights of oppressed people. Thus fostering a just community among peoples of different color, different nationalities, different faiths, different life-experiences and different opinions is not merely a hoped for by-product of a Siena education - it is a primary goal. Such a goal requires a pluralistic, talented faculty body.

## **DIVERSITY RECRUITMENT PLANS**

Siena College is committed to fostering a diverse environment while maintaining its historical high quality of faculty. This understanding of diversity is inclusive of all academic perspectives and all ethnic/racial/national origins, religious, gender, sexual orientation, persons with disabilities, and socioeconomic backgrounds. In our hiring practices, it is an objective to increase the presence of members of historically underrepresented groups within our faculty while ensuring that all candidates are otherwise qualified. We also seek faculty who will diversify our curriculum by bringing diverse perspectives/materials and new pedagogical methodologies into our classrooms, and finally, faculty who specialize in such issues within their scholarship.

As the department defines its search, formulates its strategies for hiring, and chooses candidates, it should consider these questions as to our diversity objective: What will strengthen the diversity of faculty within the department, and what will augment the diversity of perspectives represented by the courses and curriculum offered by this department? And, how will this hire allow the department to contribute to the diversity of the college as a whole while maintaining balance with specific departmental or class requirements?

In order to support these strategies, each department must collaborate in order to produce (and submit with the hiring request) a one to two page Diversity Recruitment Plan which outlines and offers details of how that department hopes to increase the diversity of their candidate pool. As each discipline may have unique institutions, organizations, and structures that will support different ways of ensuring that the pool of candidates is diverse, it is anticipated that plans and strategies may well differ from department to department. Some strategies may include carefully considered language in the ad, choice of advertising outlets, departmental outreach to minority organizations within their

respective professions, examination of recent Ph.D. information as a basis for recruitment letters to underrepresented new scholars, tailoring the position to a specialty in the field that attracts greater numbers of underrepresented scholars, etc. In order to facilitate a department's efforts to increase diversity hiring, the VPAA, in conjunction with the Equal Opportunity and Employee Relations Specialist, will sponsor a workshop for departments anticipating the submission of a hiring request to review strategies used by others, and to discuss and share innovative strategies.

In addition to the department collaborating on a recruitment plan, one tenured member of each department undertaking a search will agree to assume the role of "diversity liaison." This committee member will work with our Equal Opportunity and Employee Relations Specialist to ensure compliance with state and federal hiring mandates with respect to hiring practices.