

# Recruiting a Diverse Faculty

Diversity is an Opportunity  
Not a Challenge

Presented by  
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# UAA's Diversity Statement

With freedom of speech being at our core, UAA strives to create an inclusive, respectful campus community that promotes and embraces our individual differences.

We unite in our belief that diversity includes understanding and respecting differences in ideas, religion, gender, ethnicity, race, sexual orientation, disability, age, and socioeconomic status.

We celebrate diversity in all of our educational and employment endeavors.

# EEO/AA Employer & Educational Institution

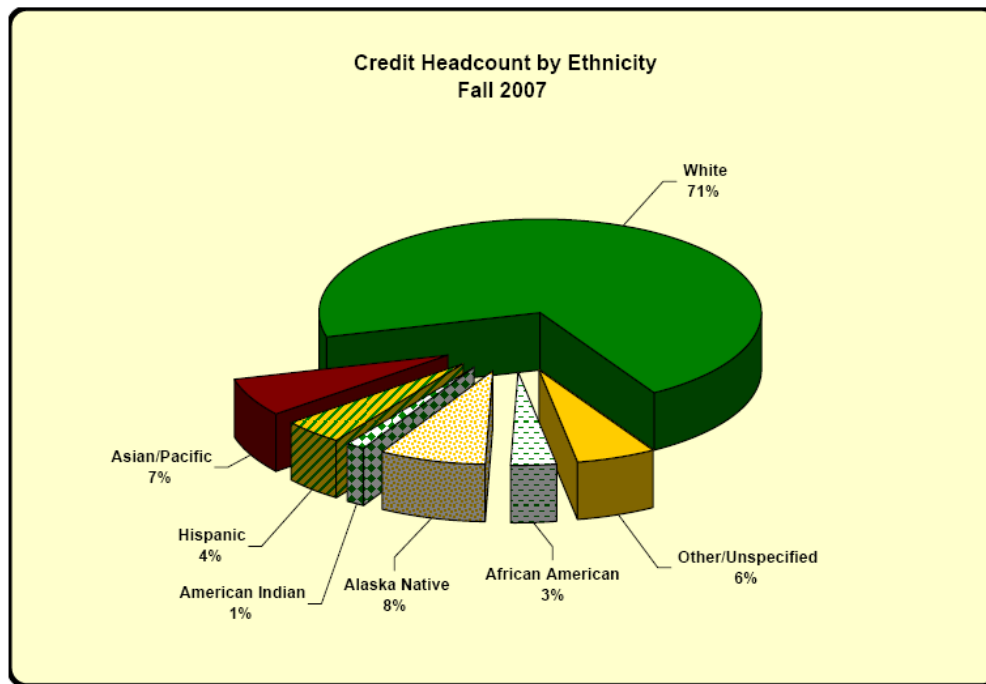
- Executive Order 11246
  - Applies to Federal Contractors with 50,000 in Federal Contracts.
  - Requires Affirmative Action Plans
  - Affirmative Steps to Recruit, Hire, and Retain Women and Minorities
  - Demonstrated Good Faith Efforts

# Significant Demographic Trends

- According to a Recent ACE Report, 57% of Asian Americans, 17% of Black/African Americans and 11% of Hispanic and Latino Americans are College Graduates.
- By 2015, it is Estimated that 80% of New College Entrants will be Persons of Color.

# UAA Students

I Table A-8 (Continued)  
Credit Headcount by Student Level and Ethnicity  
University of Alaska Anchorage  
(Fall Semester)

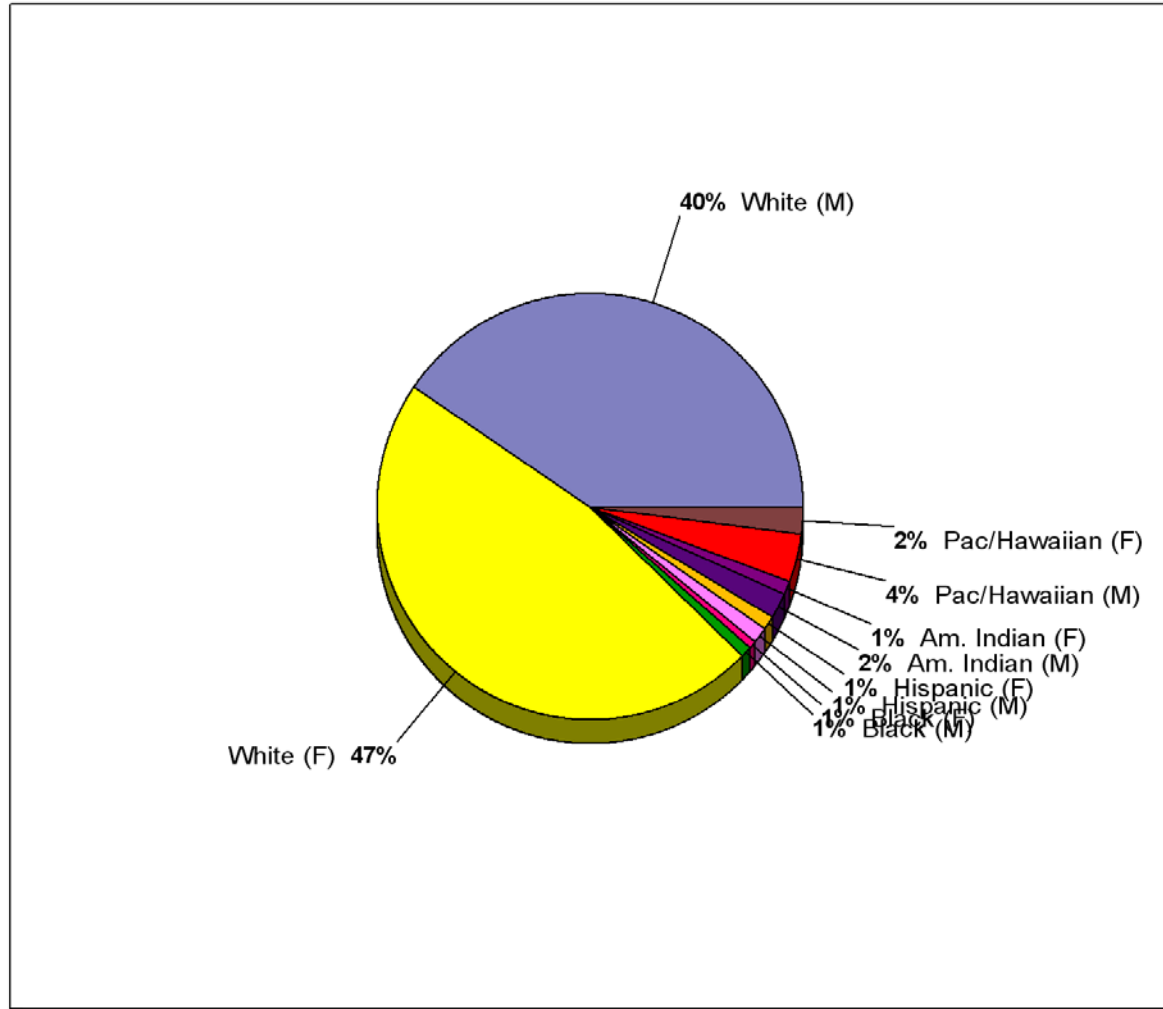


# Faculty Diversity

University of Alaska Anchorage 2008 Affirmative Action Plan

Job Group Analysis

Job Group: 20 : Faculty



01/01/2008 - 12/31/2008

# Recruiting Strategies

- Use Creative Strategies
- OCDC Website  
[www.uaa.alaska.edu/diversity/](http://www.uaa.alaska.edu/diversity/)
- Network with Existing Faculty

# Job Vacancy Announcements

- Use Phrases Such as:
  - Demonstrated Success in Working with Diverse Populations
  - Experience Interacting with Diverse Populations or Students of Color
  - Academic Experiences with Culturally Diverse Populations
  - Interest in Developing and Implementing Curricula related to Culturally Diverse Populations



# Interview Process

- Engage Candidates in the Following Questions:
  - Explain how diversity has played a role in your career
  - What ideas do you have about diversity in the classroom?
  - Tell the committee about a time when you had to adapt to a wide variety of people by accepting/understanding their perspectives?
  - What is your vision of diversity on a campus such as University of Alaska Anchorage?

# Take Home Message

- You are Key Members for an Effective Process
- Plan, Use Innovative & Creative Recruiting Methods
- Remember..... View Diversity as an Opportunity not a Challenge
- Office of Campus Diversity & Compliance is a Resource

