

## Department of Management and Marketing Diversity Action Plan

1. Develop a plan to increase the pool of women and minority candidates in all faculty/administrator searches.

- Ensure that faculty search committees proactively pursue women and minority candidates through networking, systematic identification of potential applicants, personal phone contacts with potential applicants, and use of other active recruiting techniques.
- Encourage department faculty to identify potential candidates through personal contact.
- Require all search committee members to complete FORWARD search committee training prior to serving on a search committee.
- Actively monitor ongoing searches for adherence to known best practices for enhancing inclusive search processes and outcomes.
- Actively pursue an appropriately representative applicant pool prior to the screening stage of the search process. Document steps taken to achieve a representative pool.
- Include language such as “support and promote diversity” as a minimum qualification.
- List “increase diversity of the department” as a preferred qualification.

2. Ensure that the climate within the unit is welcoming and supportive for all faculty, staff, and students, including women and individuals from diverse backgrounds. Accomplishing this may necessitate formal diversity or other training for faculty and staff.

- Announce, promote, and expect participation in diversity-related campus trainings, events, and groups.
- Require all PTE committee members to complete FORWARD PTE committee training before serving on a PTE committee.
- Link with the faculty ombudsperson to identify and communicate relevant information for unit members; provide special department trainings/sessions as needed.

3. Promote family-friendly personnel policies and resources for the benefit of all faculty and staff. These policies are particularly important for women and minorities. Maintain a climate in which all feel free to access these benefits.

### Specific Goals:

Recruit, retain, and advance greater numbers of women in tenure-track faculty positions.

Over the next five years (date) to increase the number of tenure-track women faculty to 25% of the total faculty.

[http://www.bizedmagazine.com/Archives/2015/2/Features/closing-the-gender-gap?utm\\_source=HighRoads%20Solutions&utm\\_medium=Email&utm\\_campaign=HighRoads%20All%20Emails](http://www.bizedmagazine.com/Archives/2015/2/Features/closing-the-gender-gap?utm_source=HighRoads%20Solutions&utm_medium=Email&utm_campaign=HighRoads%20All%20Emails)