HIRING FOR EXCELLENCE AT UM
Building a University for the Global Century

Diversity is a core value.
Definition of Diversity

• The University of Montana seeks to enhance diversity by recognizing and embracing the differences in age, ideas and perspectives, disabilities, creed, ethnicity, gender identity, gender expression, veteran status, national origin, race, religious and spiritual beliefs, sex, sexual orientation, and the socioeconomic and geographic composition of its faculty, administrative professionals, staff, and students.

• In its effort to enhance diversity, The University of Montana recognizes that particular focused effort must be placed on including members of groups who have historically been subject to discrimination and are still underrepresented in the campus community.
STRATEGIES FOR INCREASING DIVERSITY

The benefits are universal.

Resource: http://pace.dbs.umt.edu/Recruiting
Active Recruiting

• Conferences; networking; visiting scholars
• Affirmative Action Policy (No. 401.1)
• Cultivate future candidates
• Identify pipelines
• The search committee’s task is to generate a pool rather than merely tap into it.
Position Announcements

- UM is especially interested in qualified candidates who can contribute, through research, teaching and/or service to the diversity and excellence of the academic community.
- Women, minorities, individuals with disabilities and veterans are encouraged to apply.
- Cast the net as broadly as possible– do not unduly limit the pool of candidates by focusing on a narrow specialty.
Search Committee Members

- Committed to and understand diversity
- From an underrepresented population
- From outside the department
Advertising

• Place ads in journals, listservs, and publications aimed specifically at minority populations.

• Send job announcements directly to minority individuals you identify at other institutions who may be under-placed.

• Most fields have resources that help identify or reach female and minority candidates.
Caring for All Candidates

- [http://tinyurl.com/cofu57](http://tinyurl.com/cofu57)
- Professionalism
- Timeliness
- Humanize
- Provide information about UM and community
- Provide information about search process
The Campus Visit

• Bring in more than one minority candidate
• Provide information about spousal accommodations, benefits, equal opportunity policies, campus climate, family friendly policies.
• Sell UM
• Discuss growth and mentoring opportunities
• Ask faculty to evaluate specific facts about candidate’s potential rather than for generic feedback
• Meet in multiple venues to allow all candidates to demonstrate their strengths
Final Thoughts

• Consider extending search if candidate pool does not contain expected minorities
• Ensure every candidate has a great UM experience
• Evaluate and learn from past searches
• Continue to ensure that department provides positive workplace climate for all