



TO: Deans and Department Chairs
FROM: Susan A. Cole
DATE: February 19, 2010
RE: Special Faculty Recruitment Initiative

A handwritten signature in black ink, appearing to be "Susan A. Cole", written over a horizontal line.

The most important goal in the University's faculty hiring effort is the recruitment of new faculty of the highest possible quality who can make an outstanding contribution as scholars and teachers at Montclair State University. One aspect of the excellence of our faculty rests in its diversity, bringing to our academic programs a richness of perspective and breadth and depth of intellectual inquiry and cultural background. Over the past decade, as the University has continued the steady recruitment of new faculty, we have made generally good progress in increasing the cultural and racial diversity of the faculty as a whole.

This period of growth has represented, and will continue to represent, an important moment of opportunity. In order to be sure that we take best advantage of that opportunity and in order to add some additional energy to our institutional efforts to recruit a diverse and highly qualified faculty, I want to remind you that the special initiative for diversity hiring remains in effect in the current hiring cycle for faculty who will join the University in fall 2010. A summary of the program follows:

As a department seeks and assesses candidates for a position, its first task is to make every effort to gather a rich and diverse pool of candidates. The department then seeks to identify from this pool and recruit to the university the most qualified candidate who most closely matches the specializations and fields the department has identified in the position description. Ethnicity or race should not be a factor in this process.

Sometimes it occurs that a search will yield more than one exceptional candidate, and any department that has been authorized to conduct a national search for a tenure track position may petition the provost, through and with the approval of the dean, for authorization to fill a second position in addition to the initially authorized position if the following circumstances apply:

- *At least one of the two recommended hires is a person of diversity according to current federal guidelines: African-American, Asian or Pacific Islander, American Indian or Alaskan Native, Hispanic or Latino/a (any race).*
- *The department is able to demonstrate that, not only is the primary candidate highly qualified, but that the additional candidate is exceptionally strong in an area of specialization, which may be different from that of the primary candidate, that represents a priority need for the department.*
- *The department is able to demonstrate that anticipated retirements, existing demand, and/or anticipated program growth and development will justify adding a position in the additional candidate's area of expertise.*

Departments may not carry over to another year a "chit" for an extra position, but the program will enable the University to seize the opportunity to hire highly qualified faculty, including more diverse faculty, under the conditions specified above, if they are identified through this year's search process.

SAC:pw

c: Provost Gingerich