

Faculty Senate Hiring Resolution (passed 5-20-15)

1. In all faculty searches, the interview process will include at least one question that asks candidates about their demonstrated accomplishments and experience as they relate to diversity and inclusive excellence (e.g., accomplishments and experience working in or with diverse communities, accomplishments and experience with classroom pedagogies that successfully impart to students an understanding of the nature, sources, and value of diversity, etc.).
2. Finalist campus interview pools should include at least one candidate who broadens compositional diversity for the hiring discipline involved, in keeping with the best practices and procedures outlined by DU's Office of Equal Opportunity.
3. The Faculty Senate goes on record as advocating for the creation of a clear and defined process of training, support and accountability for deans and faculty search committees to establish the above two steps as legally sound norms for faculty searches at the University of Denver, drawing on the resources and expertise of Human Resources; the Diversity Council; the Office of the Senior Associate Provost for Diversity, Equity and Inclusive Excellence; University Counsel; and the strong leadership and support of the Provost and Chancellor.