

A faculty hiring resolution was crafted by the Faculty Senate Executive Committee, with input from the Provost, the Chancellor, the Associate Provost for Inclusive Excellence and the Director of Diversity Recruiting. After gathering all the input, an initial draft of the resolution was brought to the Senate and circulated to the deans. Predictably, it generated considerable discussion, including concerns about the legality of a proposal to work towards establishing as an institutional norm (with appropriate training and support) the practice of including in each finalist pool at least one candidate who broadens compositional diversity for the hiring discipline conducting the search.

After two rounds (two meetings) of discussions, in-person and electronic feedback from senators, and revisions in wording based on feedback received, the following resolution was passed at the May 22<sup>nd</sup> Faculty Senate meeting, with 84 percent “yes” votes:

- a) 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.).
- b) 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.
- c) 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.

The passing of this resolution is simply the *beginning* of an effort to develop a culture in which multiple campus stakeholders embrace increased faculty diversity as one element in DU’s increasingly strong commitment to principles of inclusive excellence as institutional imperatives.

Beginning in Fall Quarter 2014 we also hosted at Faculty Senate meetings a two-part discussion of final reports of work by scholars at both DU and Northwestern University focused on the Sand Creek Massacre. We anticipate coordinating with the work of DU the ad hoc committee on Sand Creek, organized by the Provost and Chancellor, to formulate a set of recommendations to enrich campus-wide inclusive excellence initiatives.