

Standard 4: Exhibit 5: Policies and practices for recruiting and retaining diverse faculty.

Recruitment of diverse faculty

The University of San Diego extends equal employment and educational opportunity to all people regardless of race, sex, creed, color, religion, national origin, age, marital status, source of income or disability. This policy is in accordance with the objectives set forth by federal statutes and executive orders.

The Office of Equal Opportunity informs administrative departments of their equal opportunity obligations and assists them in efforts to meet their affirmative action objectives. It works closely with the Office of the Provost and the Department of Human Resources to prepare the university's annual affirmative action plan.

SOLES's goal is to recruit and select highly qualified faculty committed to the mission of the university, including its goal of "creating a diverse and inclusive community."

Search committees are appointed by the Dean in consultation with department chairs or program directors. The Dean has made gender and ethnic/racial diversity in committee composition a priority. A minimum of four persons are appointed to committees, including the chair. At least two committee members are tenure line faculty from the program area and one committee member is from outside the program area. All search committees include a student member.

Full time faculty positions are posted in *The Chronicle of Higher Education* as well as selected journals with a diverse focus and readership such as *Diverse Issues in Higher Education* and *Hispanic Outlook in Higher Education*.

Department chair and program directors consider diversity in making decisions to hire adjunct faculty members. The Department of Learning and Teaching, in particular, has significantly increased the diversity of its clinical experience supervisory faculty.