

Policy on Pro-active Diverse Recruiting
Office of the Vice Chancellor for Diversity and Community

The University of Arkansas is committed to having faculty and staff that reflect the diversity of our state and nation. Embracing diversity supports the university's mission of enhancing the learning of our students and better preparing them to engage an increasingly diverse and global community.

It is the responsibility of all departments or units to pro-actively seek out and invite underrepresented persons to apply to fill open positions. Underrepresented refers to federally defined U.S. citizen ethnic groups--Hispanics, African Americans, Asians, Native Americans, Hawaiians/Pacific Islanders, and Two or more races as well as veterans and individual with disabilities. Units in some STEM disciplines may also include women.

The Office of Equal Opportunity and Compliance will review the recruitment plans for faculty and staff positions to ensure that they demonstrate a pro-active effort to reach and identify potential underrepresented applicants. Department and campus units will be required to use at least three recruitment activities within their respective discipline or field that target diverse populations. Utilizing low/no cost activities such as email listservs, professional contacts and organizations are recommended.

All departments and campus units will annually present to the Office of Equal Opportunity and Compliance an inventory of organizations, conferences, publications and other activities that serve or advertise to underrepresented populations in their respective fields to which they may submit position information.

The implementation of this policy will officially begin January 1, 2014.

11/20/13