

## Steps and strategies for developing a position

1. Involve people early in the process
  - Department head/Department Chair
  - Department Faculty
  - Search Committee
2. Form a diverse search committee
  - Diverse viewpoints
  - People from inside and outside the department, if possible
3. Engage in self-reflection individually and as a group
  - Consider the possibilities of institutional and systemic bias
  - Examine assumptions about measures of excellence; how might these create bias?
4. Keep an open focus in assessing needs
  - Consider diversity--diverse perspectives, multicultural competence...
  - When possible, emphasize selecting the best candidate across subdisciplines, rather than limiting to one subdiscipline
5. Identify valid and inclusive qualifications
  - Don't exclude people unnecessarily
  - Be clear and specific
  - Define scholarship inclusively
    - Invite new or emerging types of scholarship (e.g. multicultural or feminist focus if appropriate to the discipline)
    - Teaching or development of new teaching strategies as a form of scholarship
  - Be open to non-traditional career paths
  - Consider transferable skills
6. Develop inviting announcement
  - Use inviting language that appeals to diverse candidates (samples next page)

## Sample Language

### Qualifications:

- Demonstrable commitment to promoting and enhancing diversity...
- Academic and experiential background with and commitment to the educational needs of low-income, first generation youth, individuals with disabilities, culturally diverse populations...
- Demonstrated commitment to diversity and multiculturalism...
- Evident commitment to cultural diversity and educational equity...
- Experience serving the needs of culturally diverse populations, tolerance for ambiguity...
- Record of inter-ethnic cooperation...
- Demonstrated potential for or success in obtaining research, teaching, equipment, or diversity grants...

**Duties and Responsibilities:**

- Community-oriented responsibilities may include the establishment and maintenance of links with ethnic communities, support of community-based leadership in ethnic communities....
- Volunteer support that affirms the unique perspectives inherent in a multicultural community...
- Basic and applied research in candidate's area of specialization, along with community service...
- Developing courses in the university's Difference, Power and Discrimination program...

**University and Community:**

The main campus is located in Corvallis, Oregon (population just over 50,000), 90 minutes south of the Portland metropolitan area, and 45 minutes each from Salem and Eugene. OSU's student population has grown in recent years to just over 17,000 students. Eighty-five percent of the undergraduate students are Oregon residents, 46% are first generation college students, and 13% are students of color. OSU houses the state's only colleges of pharmacy and veterinary medicine. Many students come to campus to study engineering, agriculture and natural resources, and the campus also boasts the state's only fully-staffed Ethnic Studies Program, four distinct cultural centers, a Women's Center, a Queer Resource Center, and the Minority Education Office which provides outreach and support for students of color.

The University is aggressively pursuing an institution-wide priority that emphasizes social responsibility, diversity, and multiculturalism. An active Board of Visitors for Minority affairs; an Office of Multicultural Affairs whose director reports to the University President; undergraduate core curriculum requirements in interdisciplinary studies; a President's Commission on the Status of Women, and an array of University sponsored cultural centers, organizations, and celebrations are a few examples of the importance--and successful action--of Oregon State in recent years. The setting, status, success, and respect for these efforts throughout the academic community promise a welcoming atmosphere and unique professional opportunities for leaders who are women and people of color. All are encouraged to apply.

OSU is one of only ten American universities to hold the Land Grant, Sea Grant, and Space Grant designation and is a Carnegie Doctoral/Research-Extensive university. OSU is located in Corvallis, a community of 50,000 people situated in the Willamette Valley, just 90 minutes from the cultural resources of the Portland metropolitan area. Ocean beaches, lakes, rivers, forests, high desert, and the rugged Cascade and Coast Ranges are all within a 100-mile drive of Corvallis. Approximately 13,800 undergraduate and 3,000 graduate students are enrolled at OSU, including 2,300 U.S. students of color and 1,200 international students. The university has an institution-wide commitment to diversity and multiculturalism, and provides a welcoming atmosphere with unique professional opportunities for leaders who are women and people of color. All are encouraged to apply.