Faculty Diversity Initiatives

Update on the Status of Recommendations of the Taskforce on Race & Implementation Team

January 13, 2009
Taskforce Recommendations

Faculty recruitment/retention recommendations centered around two themes:

- Active & Innovative Recruitment
- Equitable & Effective Advancement Programs
Diversity Cluster

• Increases institutional capacity for learning, discovery & engagement in support of Africana Studies

• Cluster consists of 6 positions to be filled over several years

• Search underway for 2 positions to support Africana Studies & Race and Social Policy
Future Faculty Initiative

• Identifies scholars prior to entering the job market to participate in a 2 day workshop at Virginia Tech

• Provides insight on expectations for tenure-track faculty, individual coaching/feedback to prepare for a faculty career, and information on the job search process

• Initiative is in the planning phase
Visiting Scholars Program

• Supports visits of early or mid-career scholars who are potential candidates for hire and contribute to increasing excellence, equity and diversity

• Occurs outside the search process

• Encourages early & positive connections with Virginia Tech

• Proposals are currently being accepted
Mentoring Initiative

• Supplement and expand efforts to facilitate the integration and advancement of faculty of color

• Collaborative effort between Black and Hispanic Caucuses, Office of Provost and Office for Equity & Inclusion

• Still in development/planning phase
Other Initiatives

• Staff
• Undergraduate students
• Graduate students
• Alumni & community engagement
• Administrative infrastructure
• Academic Programs
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