



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



To View The Full Report...

- <http://www.provost.vt.edu/documents/implementationfinalreport.pdf>