

At the University of Kansas, diversity is integral to excellence. We value and honor diverse experiences and perspectives, strive to create welcoming and respectful learning environments, and promote access, opportunity and justice for all.

As a premier learning and research institution, the University of Kansas must continuously address issues of diversity and multiculturalism. Every member of the university community is expected to engage in action that leads towards the development of a more democratic and inclusive community. Proactive efforts towards increasing diversity and the elimination of discrimination are necessary in our university. (<https://policy.ku.edu/IOA/nondiscrimination>)

In addition to providing a discrimination-free community and equal opportunity for all persons, the university is committed to taking specific, result-oriented steps to increase the number of historically underrepresented persons and increase overall diversity. Cultural and intellectual diversity are critical components of premier learning communities. Thus, the university will actively recruit and encourage applications from underrepresented group members and will endeavor to provide a positive and supportive environment for members of these groups. (<https://policy.ku.edu/IOA/nondiscrimination>)

The University of Kansas is committed to hiring and retaining a diverse faculty, staff and student population and promoting an inclusive environment free of discrimination.

At the College of Liberal Arts and Sciences, we are committed to the following faculty recruitment goals to further excellence in diversity:

1. We ask search committees to recruit as diverse a pool of qualified candidates as possible. This pool would include not only faculty of color, but also could include sex, disability, and veteran status.
2. The diversity goals above should be tailored to the specific disciplinary area of your department. If there are groups who well represented in the field, an informed case can be made for alternative diversity goals.
3. Search committees should also specify how they plan to cultivate a diverse applicant pool.
4. The goals set for what constitutes a sufficiently diverse applicant pool should be informed by available data (from professional organizations or research in the field, HRM, etc.).
5. The goals set for what constitutes a sufficiently diverse applicant pool should be measurable.