



**College of Engineering and Mathematical Sciences  
Diversity Recruitment and Retention Plan  
May, 2014**

The College of Engineering and Mathematical Sciences (CEMS) recognizes the richness of our national diversity and seeks to increase diversity in the faculty and staff. This document outlines an initial diversity recruitment plan for CEMS with the goal of developing more diverse pools of candidates and ultimately a more diverse employee population. It is anticipated that this plan will undergo future revisions following review and as new information becomes available.

Definition of Diversity

CEMS adopts a broad view of diversity—a diverse definition of diversity, as it were. Standard, accepted definitions will apply, including diversity according to race, gender, age, and disabilities. Broader definitions will also apply, including diversity according to socio-economic status, sexual orientation, gender expression, religious beliefs, and political status.

Diversity Recruitment and Retention Efforts/Practices/Procedures

All recruitment activities in CEMS are conducted in a manner designed to attract a diverse pool of candidates. The overall goal is to increase the number of underrepresented and female faculty and staff in CEMS as well as create a work environment that effectively retains our excellent faculty and staff. The specific strategies to accomplish this are:

1. Promote CEMS as a dynamic and collegial work environment
2. When appropriate advertise open positions in publications and on web sites whose targeted audiences are minorities and/or women
3. Enhance awareness of the current CEMS staffing profile and opportunities for improvement
4. Provide specific financial support for diversity recruitment
5. Ensure that applicants are aware of resources at UVM surrounding diversity
6. Perform recruitment at national scientific meetings where possible, and otherwise perform outreach to individual potential applicants, with an emphasis on diversity
7. Perform outreach to professional organizations, particularly those for women and people of color
8. Develop position advertisements to include specific language highlighting the UVM commitments to diversity
9. Foster employee participation in AAEO educational programs and workshops
10. Encourage ongoing diversity professional development for faculty and staff
11. When appropriate include diversity at CEMS faculty meetings (e.g., guest speakers to emphasize diversity issues in higher education)

COLLEGE OF ENGINEERING AND MATHEMATICAL SCIENCES

OFFICE OF THE DEAN

109 Votey Hall, 33 Colchester Avenue, Burlington, VT 05405-0156

802-656-8413

[www.cems.uvm.edu](http://www.cems.uvm.edu)

Professional organizations usually have subcommittees for women and/or people of color, as well as national and regional meetings, newsletters, etc. These organizations represent key resources for diversity recruitment. Examples include:

Women in Engineering Leadership Institute (<http://www.weli.eng.iastate.edu/Jobs.htm>)

American Educational Research Association: (<http://www.aera.net>)

Association for Women in Science: (<http://www.awis.org>)

Society of Women Engineers (<http://www.swe.org>)

Society of Hispanic Professional Engineers (<http://shpe.org>)

National Society of Black Engineers (<http://www.nsbe.org>)

Society for the Advancement of Chicanos and Native Americans in the Advancement of Science (<http://www.sacnas.org>)

Women in Engineering ProActive Network (WEPAN) ([www.wepan.org](http://www.wepan.org))

Nemnet, national minority recruitment firm <<http://www.nemnet.com>>

IMDiversity.com, minority job bank <<http://www.imdiversity.com>>

Women and Minority Doctoral Directory <<http://www.mwdd.com>>

The WISE Directories, on-line directory of women students and postdocs in science, engineering, and mathematics disciplines

<<http://www.cic.uiuc.edu/programs/DirectoryOfWomenInScienceAndEngineering/index.shtml>>

#### *Tenure-Track Faculty Recruitment*

All faculty recruitments are made by a search committee constituted with diversity in mind, and where possible, including a diversity of members. Faculty positions are national searches and are advertised using either print and/or on-line venues that specialize in reaching a diverse audience. Faculty recruitment involves significant networking and reaching out to colleagues across the country to foster connections that may lead to a more diverse pool of candidates. Where possible, position advertisements include language highlighting the UVM commitments to diversity.

#### *Professional Staff Recruitment*

Professional staff recruitment may or may not be done by a search committee, depending on the level of the position. In any case, individuals involved in the search (e.g., interviewers) should represent a diversity of backgrounds whenever possible. Staff recruitment in CEMS is typically done using local or regional searches. Where possible, position advertisements include language highlighting the UVM commitments to diversity. These may be published in local or regional print venues as well as in on-line venues.

### *Technical Staff Recruitment*

The diversity plan for technical staff recruitment is the same as for professional staff recruitment.

### CEMS at Present

The College is currently made up of 129 employees in the following broad categories: tenure-track or tenured faculty, other faculty, and staff. Information regarding gender and ethnic group was available for all employees. One (<1%) tenured faculty member is Black/African American, one (<1%) staff member is Black/African American. Seven (5%) tenured or tenure track faculty members are Asian. The College employs 43 (33%) women. Eight (6%) women are tenured or tenure-track faculty members, 19 (15%) women are non-tenure-track faculty members, and 15 (12%) are staff members. The appendix includes a table showing the ethnic and gender breakdown by position category.

### Annual Hiring Activity

CEMS typically recruits 2 to 4 tenure-track faculty members per year, and 1 to 2 non-tenure-track faculty. Staff recruitment is sporadic and averages less than one per year.

### Goals

The overall goal is to increase the number of underrepresented and female faculty and staff in CEMS; however, no specific targets are established along these lines. Overall, the composition of the faculty and staff in the college should mirror the general population in terms of diversity.

APPENDIX

Table: Gender and Ethnicity of CEMS Faculty and Staff in 2014

Ethnic Group	Female	Male	Total
<b>Tenured or Tenure-Track Faculty</b>			
Asian	2	8	8
Black/African-American	0	1	1
Hispanic/Latino	0	2	2
White	8	42	49
Subtotal	10	53	63
<b>Non-Tenure-Track Faculty</b>			
Asian	0	0	0
Black/African-American	0	0	0
Hispanic/Latino	0	0	0
White	19	27	46
Subtotal	19	27	46
<b>Staff</b>			
Asian	0	0	0
Black/African-American	0	1	1
Hispanic/Latino	0	0	0
White	16	8	16
Subtotal	16	9	24
<b>All Positions</b>			
Asian	2	8	10
Black/African-American	0	2	2
Hispanic/Latino	0	2	2
White	43	77	111
Total	45	89	134