

TO: The University Senate

FROM: *Equity and Diversity Committee*

SUBJECT: *Diversity Statement requirement for all new Faculty hires*

DISPOSITION: **University Senate for Discussion and Adoption**

REFERENCE: *Senate Document 15-19 (Revised); University Policy III.C.2*

RATIONALE: Purdue University seeks to develop and nurture its diversity. The University believes that diversity among its many members strengthens the institution, stimulates creativity, promotes the exchange of ideas and enriches campus life.

Purdue serves diverse populations of Indiana, the nation, and the world through discovery that expands the frontiers of knowledge, learning that nurtures the sharing of knowledge, and engagement that promotes the application of knowledge.

Purdue faculty hire advertisements are currently required to include the following statement: “Purdue University’s School/Department of (insert name) is committed to advancing diversity in all areas of faculty effort, including scholarship, instruction, and engagement. Candidates should address at least one of these areas in their cover letter, indicating their experiences, current interests or activities, and/or future goals to promote a climate that values diversity and inclusion.”

Diversity Statements have become a common requirement for faculty applying for positions at our peer institutions for the purpose of identifying candidates who have professional skills, experience and/or willingness to engage in activities that would enhance campus diversity and equity efforts.

PROPOSAL: *Purdue University shall require all new faculty applicants to submit a Diversity Statement as part of their application packet regardless of the College or administrative unit to which they are applying.*

Committee Votes

For:
Bharat Bhargava
De Bush
Ellen Kossek

Against:
Alysa Rollock

Matthew Lynall
Erik Otárola-Castillo
Rodolfo Pinal
Linda Prokopy
Audrey Ruple
Kip Williams

Absent:

Alex Griffin-Little
Lowell Kane
Neil Knobloch
Klod Kokini
Song No
Ala Samarapungavan
Grant Sanchez
Val Schull
Nicole Widmar