

Request for Proposal (RFP) for the University of Delaware’s Diversity Study

Responses to Questions (Q&A)

March 9, 2016

| No. | Question: | Answer: |
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| 1 | Does the University currently have a Diversity and Inclusion Strategy in place? If so – is it available for preview to potential vendors? | <p>Yes. The University rolled out "Inclusive Excellence: An Action Plan for Diversity at UD". See the attached weblink:</p> <p>https://sites.udel.edu/diversity/files/2015/08/InclusiveExcellenceDiversityBlueprintandActionPlan2015v4Final-2b0lk5a.pdf</p> |
| 2 | What are the current practices does the University use to attract and retain diverse faculty, students and staff? | <p>Generally, all full-time positions are filled by a regional or national search. The Office of Human Resources monitors all search processes to ensure they are conducted in accordance with the University’s Affirmative Action/Equal Opportunity Hiring and Recruitment Policy and standard recruiting practices.</p> <p>http://www.udel.edu/ExecVP/policies/personnel/4-01.html</p> <ul style="list-style-type: none"> ✓ All searches are required to have an approved search committee, which is responsible for vetting applicants, interviewing candidates and making recommendations to the hiring authority. ✓ All searches must be posted for a minimum of 1 week, including posting in the following advertising venues: Indeed, Higher Ed Jobs, Diverse Issues in Higher Ed, Academic Keys, Ability Jobs and Military Hire. ✓ All interview pools are reviewed and approved for composition and consistency. <p>For positions that fall within an identified Affirmative Action goal area, there are additional actions that occur to ensure we are targeting efforts to recruit the area of underrepresentation. Actions may include extended posting windows, specific advertising venues, search committee composition, search committee training, etc.</p> |

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| 3 | Does the University have specific goals around recruitment of diverse faculty, students and staff? | Our Affirmative Action plan outlines goals for faculty and staff hiring and promotions. |
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