



# OLD DOMINION UNIVERSITY

## Faculty Recruitment Plan

Academic Affairs

Form AA-1B

**Goals:**

- 1) To engage in a proactive recruitment process, which includes advertising as widely as possible to attract a diverse pool of qualified applicants.
- 2) To identify a final set of diverse candidates with diverse backgrounds, experiences and expertise to best serve the needs of our students, curriculum, department and relationships within our regional community.

Department Chair:

Department/School and College:

Position Title & Number:

Search Committee Chair:

Committee Diversity Advocate:

Annual training is required for all search committee members. *Training must be retaken if it expires within a month of this recruitment plan.* Have all members completed training?

Yes                      No

Search Committee Members

Training Completion Date




# ODU

**Directions:** As you prepare your recruitment plan to attract a diverse pool of qualified applications, please provide details on how you intend to:

**Form AA 1-B**

1. Go beyond the standard university job posting sources to advertise your position.
2. Solicit nominations from professional colleagues from minority backgrounds.
3. Target underrepresented and minority populations (e.g., women, Black Indigenous People of Color (BIPOC), military affiliated individuals and veterans, and individuals with disabilities).
4. Leverage faculty attendance at conferences, faculty participation in list-servs, faculty memberships in national organizations, and faculty and staff participation in college recruitment fairs to diversify the applicant pool.
5. Reach out to historically black or Hispanic serving institutions and organizations working with minority scholars with terminal degrees in your field (i.e., SREB).
6. Include individuals from one of ODU affinity groups in the recruitment process.
7. Encourage active engagement of faculty within the department in the recruitment process. Please use the space below or attach a document that addresses all seven areas identified above.

**Search Committee Chair:** \_\_\_\_\_

**Chair:** \_\_\_\_\_

**Dean:** \_\_\_\_\_

**Coord. of Faculty Diversity & Retention:** \_\_\_\_\_

**Provost & Vice President  
for Academic Affairs (or designee):** \_\_\_\_\_