Completing the Faculty Diversity Hiring Program (FDHP) Approval Form

These helpful instructions are intended to cover those areas of the FDHP form that some may find to not be self-explanatory. If you find that there are other areas of the FDHP form that are not self-explanatory, please provide comments to Chief Diversity Officer Rainier Spencer at rainier.spencer@unlv.edu.

Department diversity history: Provide a narrative of the diversity history in your department. The idea here is to make an assessment over time of diversity in the unit. Although related to hiring, the information sought here is more general. One might consider trends, losses, impacts of the recession, etc.

Success/failure of diversity hiring in the past 10 years: This section specifically concerns hiring, but may still be provided in narrative form. Thinking back over the past decade, how has the department done in terms of making diverse hires?

Success/failure of diversity hiring in FY15: Even more specifically, analyze the department’s success or failure in making diverse hires in FY15. Beyond hiring, information regarding the diversity of FY15 search pools is appropriate here. If the department conducted no searches in FY15, leave this area blank.

Diversity Goals: The data for this section should be entered as percentages. In Part B, enter your department’s goals. These goals should be based on—but should not simply mirror—the discipline-specific demographic information provided in Part A. For example, you might feel that your department can do better than the national distributions. Alternatively, you might feel that your department is unlikely to be able to match the national trends. In either case, provide a rationale for your goals in Part B. If you use the OSU Distribution Study for Part A, you will notice that it might contain the category “International;” however, since Consensus does not collect data on this category we are not using it for the FDHP. Therefore, your percentages may not sum to 100%. Please note that the entry for females comes before the entry for males, which is a modest attempt to disrupt the usual assumptions regarding this particular comparison.

College Meeting: An important requirement of the FDHP is that department search plans be presented at a college meeting so that members of other departments can provide ideas and commentary on those plans, or even simply become aware of the searches in question. If your department’s search plan was not presented at a college meeting, provide information on the alternative means by which your department’s search plan was offered to the faculty of your college, and how feedback was collected for you to consider.