

Vice Chancellor for Finance and Administration (<http://vcfa.uark.edu/>)

## Fayetteville Policies and Procedures 204.1

### Diverse Recruiting

The University of Arkansas is committed to having faculty and non-classified staff that reflect the diversity of our state and nation. Embracing diversity supports the university's mission of enhancing the learning of our students and better preparing them to engage an increasingly diverse and global community.

It is the responsibility of all departments or units to pro-actively seek out and invite underrepresented persons to apply to fill open positions. (Underrepresented refers to federally defined U.S. citizen ethnic groups--Hispanics, African Americans, Asians, Native Americans, Hawaiians/Pacific Islanders, and Two or more races. Units in some Science, Technology, Engineering, and Mathematics (STEM) disciplines may also include women.) The Vice Provost for Diversity Affairs will review the Recruitment Plans for faculty and non-classified positions to ensure that they demonstrate a pro-active effort to reach and identify potential underrepresented applicants.

All departments and campus units will annually present to the Vice Provost for Diversity Affairs an inventory of organizations, conferences, publications and other activities that serve or advertise to underrepresented populations in their respective fields to which they may submit position information.

Reformatted for Web May 15, 2014

Implementation date January 1, 2013

Written November 7, 2012 (</policies/fayetteville/vcdc/2041-20121107.pdf>)