UF’s Commitment to Diversity
UNIVERSITY’S STRATEGIC PLAN

• As the University of Florida harmonizes efforts to become one of the top public research institutions, a commitment to diversity is clearly illustrated in the University Work Plan to improve faculty, staff and student diversity.

• “Diversifying the faculty is a goal UF must achieve to maintain the vitality of the faculty and student body.”

President Bernard Machen
WHAT IS DIVERSITY?

• The multiplicity of people, cultures and ideas that contribute to the richness and variety of life.

• The mixture of similarities and differences along several dimensions: race, national origin, disability, religion, age and gender.
"We need to focus on diversity. Your goal is to hire people who all look different, but think just like me."
The Diversity Wheel
Adapted from Marilyn Loden, 1996
DIMENSIONS OF DIVERSITY

• Age
• Color
• Disability
• Ethnicity
• Gender
• Marital Status
• National Origin
• Race
• Religion
• Sexual Orientation
• Veteran

• Appearance
• Criminal Record
• Culture
• Education
• Experiences
• Height
• Income
• Language
• Lifestyles
• Parental Status
• Part-Time / Full-Time

• Personal Habits
• Physical Ability
• Political Affiliation
• Relationships
• Siblings
• Skills
• Sports
• Talent
• Title
• Values
• Weight
Why is Diversity Important to the University of Florida?

• A diverse faculty enhances the breadth, depth, and quality of our research and teaching programs by increasing the variety of experiences, perspectives and scholarly interests among our faculty.

• A diverse student body enriches intellectual discussion, promotes understanding across differences, and enhances UF’s responsiveness to the needs of an increasingly diverse workforce and society.
BUSINESS CASE
FACULTY DIVERSITY

• An effective faculty diversity program will foster an academic community that will reflect a diverse range of interests, abilities, life experiences and worldviews that will enhance the academic mission of the University of Florida.

• An effective faculty diversity program will support the equality of opportunity which will ensure that the University of Florida can fully utilize the intellectual resources embedded in our diversity and maintain our legitimacy as a public university receiving federal funds.

• Reduces probability of ‘groupthink’ where pressure to conform within a group can prevent good decision making as independent thinking is lost.

• Greater engagement of a full range of differences in producing the synergies that leads to breakthroughs in productivity and innovations.

• A broader pool of skills, talents and perspectives to draw from for problem-solving and organizational success.
More students are coming from racial and class segregated backgrounds, and going out into a world increasingly populated by people of color.

- Changing Demographics
- Expanding Markets
- Enhanced Customer Relations
- Workforce Transformation

Many students have not had the social background or experience of living and working in diverse communities and organizations, and thus do not have the multicultural competencies required for life in a diverse and socially just organization.
• CAMPUS DIVERSITY:

"Agree" or "strongly agree" that
Diversity is important to me 64%
Diversity is important on this campus 66%

"Agreed" or "strongly agreed" that students of their race/ethnicity were respected on campus
White 83%
Hispanic/Latino 64%
Black/African American 32%
A DIVERSE STUDENT BODY
THE ULTIMATE GOAL

• **Diversity**
  Inclusion of a wide variety of people or cultures in a group or organization

• **Equal Employment Opportunity**
  Laws designed to eliminate discrimination in human resources policies and practices.

• **Affirmative Action**
  Executive Order (11246) designed to increase utilization and representation.

---

**Inclusion**

Diverse productive workforce.

More equitable & accessible work environment.

Environment where all employees are valued.

Work environment free from discrimination.
• Diversity is the mix
• Inclusion is getting the mix to work well together!
Legal Issues in Recruitment
E PLURIBUS UNUM
(Out of many, one)

- Declaration of Independence 1776
- Constitution United States 1787
- Bill of Rights 1791
- Equal Protection Clause 1868
  - 14th Amendment
• It is illegal to discriminate against an applicant or employee because of that person’s race, color, religion, sex, national origin, age, disability or genetic information.

• It is also illegal:
  ✣ To publish job advertisements that show a preference for or discourages someone from applying for a job based on the above-referenced reasons.
  ✣ To make decisions about job assignments and promotions based on the above-referenced reasons.
  ✣ To discriminate against an employee in the payment of wages or employee benefits on the above-referenced reasons.
IT’S THE LAW!

OPEN AND COMPETITIVE FACULTY RECRUITMENT

- Executive Order 11246
- Age Discrimination in Employment Act of 1967
- Title VII of the Civil Rights Act of 1964
- Vocational Rehabilitation Act of 1973
- Equal Pay Act of 1963
- Immigration Reform & Control Act of 1986
- Uniformed Services Employment & Reemployment Rights Act of 1994
- Title IX of the Education Amendments of 1972
- Americans with Disabilities Act of 1990
- Fair Labor Standards Act of 1938
- Genetic Information Nondiscrimination Act of 2008
- Pregnancy Discrimination Act of 1978
- Genetic Information Nondiscrimination Act of 2008
- Uniformed Services Employment & Reemployment Rights Act of 1994
SYSTEMIC DISCRIMINATION

• Involves a pattern or practice, policy, or class case where the alleged discrimination has a broad impact on an industry, profession or employer.

• Examples of systemic discrimination:
  - Discriminatory barriers in recruitment or hiring.
  - Discriminatory restricted access to management trainee programs and to high level jobs.
  - Exclusion of qualified women from traditionally male dominated fields of work.
  - Disability discrimination such as unlawful pre-employment inquiries.
  - Age discrimination in reductions in force and retirement benefits.
MYTHS ABOUT HIRING A DIVERSE FACULTY

• Relatively **few qualified women or minority candidates** are available, and these are highly sought-after, so we are unlikely to recruit them.
  - Data ([Ford Foundation](#)) suggest that minorities are not sought-after:
    - Minority Postdocs: 54% never approached by any institution.

• We only use quality as a criterion for hiring....adding diversity will therefore **compromise quality**.
  - Hiring a more diverse faculty will improve quality, not compromise it.
  - More heterogeneous groups have greater creativity, bring wider range of viewpoints to an academic endeavor.

• We are **doing everything we can**, so the situation is already the best it can be. The problem is all due to older long-term faculty, so once they die/retire, things will automatically improve.
  - From June 2010 through December 2010, there were over **300** faculty hires at the University of Florida.
NON-COMPLIANCE LIABILITIES

• Office of Federal Contract Compliance Programs (OFCCP)
  ✚ Authority to cancel, terminate or suspend federal contracts and awards in whole or in part for failure of the contractor or subcontractor to comply with the nondiscrimination provisions of the contract.
  ✚ Authority to declare UF ineligible for further federal contracts or extensions or other modifications of existing contracts.
    ✩ $574 million in research awards (2008-09).
    ✩ Over $1.2 billion in business activity and 10,500 jobs generated from UF research funding (2008-09).

• U.S. Equal Employment Opportunity Commission (EEOC)
  ✚ Authority to award compensatory and punitive damages to a complainant (depending on the size of the employer (over 500 employees – limit is $300,000).
Recruitment Policies and Procedures
**Posting and Advertising**

- Faculty positions are required to:
  - Post in GatorJobs, the UF applicant tracking system, for a minimum of 14 days.
  - Advertise in a minimum of two national publications.

- UF has advertising contracts with:
  - The Chronicle of Higher Education
  - InsideHigherEd.com
  - Negotiated contracts offer free web only advertisements.
  - Chronicle also offers 40% discount on print ads.

*Note—USCIS requires national print ads when sponsoring a foreign national for permanent residency.*
Search committees are required for faculty searches.

Search committees must complete the Search Committee Tutorial provided by the Provost’s Office.

Recruiters are available to meet with search committees to review guidelines and answer questions.

Hiring authority will provide charge to committee.

Faculty Toolkit available at:
http://www.aa.ufl.edu/aa/facdev/recruit/documents/Faculty_Toolkit.pdf
SEARCH COMMITTEE GUIDELINES

• Government in the Sunshine:
  – Search committee meetings are open to the public.
  – The committee must post notices of meetings within a reasonable period of time (minimum 72 hours).
  – All materials, other than personal notes, are open to the public including all application materials.
  – Minutes of all meetings must be readily available to public.
  – Recommend posting a statement regarding Florida’s Sunshine Law.

• Retaining Records
  – All materials related to the search must be retained for four years.
  – Materials submitted electronically through GatorJobs will be maintained by Human Resource Services.
  – Compliance Reports must be submitted after the search is finalized. When applications are required to be submitted online, the compliance report is automatically completed.