KU is a wonderful place to witness the splendor of the fall season. With another fall semester coming to a close, I trust it has been fulfilling and enjoyable for you.

As reported previously, the KU Statement on Diversity and Inclusion has been adopted. We include the finalized statement in this issue of Diversity Outlook. To continue to build upon the intent expressed in the statement, a work group has been established to take the next steps: assess current policies and practices in a variety of vital areas across campus, and generate a diversity planning document that will serve the D&E office for the next two years.

Additionally, a committee has been formed to plan for the inaugural Spring Symposium on the Scholarship of Diversity, which is scheduled for March 14-15, 2011. More details will be forthcoming, however, I ask you to save the date and plan to join us for what we intend to be an annual event on the Lawrence campus.

The Difficult Discussion initiative continues to move forward with the professional development of additional staff as part of the fall training. Faculty will have the opportunity to participate in a training module in the Spring semester. The interactive Theatre Troupe is available to any academic unit or organization on campus that may be interested in engaging them for a performance.

In this issue, we highlight the research base on diversifying the faculty search process; a colleague in the School of Law; upcoming events; and the Global Parnters Program.

A record number of people — 265 — from across the state attended the annual Tilford Conference on Diversity & Multiculturalism hosted by KU in October, with featured speaker Rusty Barceló. Kansas State University will be the host institution in 2011.
To build on the new KU Statement on Diversity & Inclusion, a work group has been formed to develop a planning document to serve the Office of Diversity & Equity. The work group will convene twice this fall and twice in the spring semester. When their work is concluded, there should be a clearer understanding of currently identified policies and practices at KU, encompassing recruitment and retention (faculty and staff), mentoring models, professional development, curriculum, diversity plans currently in place across campus, and standards for diversity at KU. The Office of Diversity & Equity will then use the document to establish a Diversity Advisory Council.

Members of the work group: Allen Humphrey and Gwen Jansen, HR/EO; Denise Stephens and Mike Broadwell, Libraries; Erin Spiridigliozzi, CLAS; Stuart Day, Chair, Spanish & Portuguese; Karen Hester, Law; Tom Heilke, Global & International Studies; Mary Lee Hummert, Vice Provost for Faculty Development; Fred Rodriguez, Interim Associate VP for Diversity and work group facilitator.

THE SCHOLARSHIP OF DIVERSITY: A SYNOPSIS

Best Practices for Search Committees presents three best practices for making a successful hire of a diverse faculty member: 1) diversity on the committee, 2) diversity valued in the position description/job announcement and at the institutional level, and 3) a strong advocate for diversity on the committee. Other best practices include:

- **proactive language** in the job announcement encouraging candidates to highlight their efforts to address diversity
- **the Dean** meeting with the committee to reiterate the importance of diversity
- **an action plan** for how to **actively recruit women and members of underrepresented groups** and document these processes
- **committee consensus** on how qualifications will be weighted (e.g., the weight to be given to research versus teaching experience)
- **interviewing more than one member of an underrepresented group**; research shows that the likelihood of hiring a woman or other underrepresented faculty increases when more than one is interviewed
- **casting a broader net** increases diversity in the candidate pool
- **maintaining personal contact** with prospective candidates; even if they decide not to accept a position, they may be interested in the future.


The KU program **Global Partners**, under the coordination of Celeste Yaluk, pairs international and domestic students and scholars to share in a cultural exchange. Each international student or scholar is paired with a domestic participant according to language, geographical interest, major, hobbies, and gender. The partners meet as often as they wish during the semester and engage in any activity that interests them. In addition, Global Partners sponsors large group activities for all to interact. Global Partners provides social entertainment, community service, and academic development. All undergraduates, graduate students, and international scholars are welcome to participate. Register to be a partner, or find more information at www.oip.ku.edu/~oip/GlobalPartners/.