A faculty development program designed to assist higher education institutions with increasing the racial and ethnic diversity of their faculty through the application of effective recruitment, hiring and retention practices.

Developed by:
LSM Consulting and Romney Associates, Inc.
# Navigating the Google Drive

![Google Drive interface showing a list of files named "JIT Workshop 1", "JIT Workshop 2", "JIT Workshop 3", and "JIT Workshop 4".](image)

## Files

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<th>Name</th>
<th>Owner</th>
<th>Last opened by me</th>
<th>File size</th>
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*Note: The above files are part of the "Diversifying the Faculty (shareable version)" folder.*
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Just in Time Workshop 1
Articles and Handouts

Articles
Pre-Read: Diversity’s Promise for Higher Education
Importance of Faculty Diversity
- How to Diversify the Faculty
- The Search Is On
- How to Do a Better Job Searching for Diversity
- Recruiting Diverse and Excellent New Faculty
- How and Why We Built a Majority-Minority Faculty
- How One University Closed the Gender Gap in STEM Faculty Hiring
- Diversity’s Promise for Higher Education

Promising Practices for Diversifying the Faculty
- Demystifying the Diversity Statement
- Making Sense of the Diversity Statement
- The Meaning of Inclusiveness in a Job Ad
- Diversifying the Applicant Pool

Diversity Recruitment Resources
- Bibliography on Diversity
- Resources for Recruitment Resources
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Contact Information

Please feel free to contact us with any questions, comments or feedback you may have

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