

Diversity Related Questions for Search Committees to Consider Using

Preface

Diversity is a strong value in our college. Below we offer possible questions related to diversity that you may wish to ask during job interviews. Such questions can help identify candidates who will work proactively to increase the diversity of the student body, faculty, and administration and create an environment where diverse people are welcomed and respected.

Questions

Concepts and attitudes

1. Most University websites say something about an interest in promoting diversity. What do such statements mean to you?

Teaching

2. Can you tell us about how you work with diverse students in your classroom?
3. What readings would you assign in your classes to address issues of diversity?
4. How does your teaching philosophy reflect your commitment to diversity?

Actions

5. Do you have any thoughts or ideas regarding the recruitment of more diverse students and faculty?
6. Do you have any thoughts or ideas regarding retaining diverse students or faculty once they arrive on campus?
7. What do you see as the most challenging aspects of an increasingly diverse academic community? How would you address them?
8. Please discuss your experiences working with underrepresented groups and your thoughts on working with underrepresented groups.
9. What has been the impact of your efforts in this regard?