



Diversity Depth Hire Request

Department developing proposal:

Individual(s) submitting proposal:

Proposal submission date:

The goals of Diversity-Depth Hiring are to reduce the isolation that members of underrepresented groups often feel, to provide student role-models, and to add the value that diversity brings to innovation and creativity. **Departments in STEM or SBS that have only one or two women faculty members qualify** and will be considered for a Diversity-Depth search for an additional woman faculty member. Selected departments will be allowed to search and hire immediately without loss of a line to vacancy savings. Departments that do not “qualify” are still encouraged to complete this form to request a Target of Opportunity Hire. Please return this form to the Dean for consideration.

1. Please provide a brief summary of the department’s current TT faculty diversity composition. Include information regarding previous searches, including gender composition of the applicant pool and the finalist pool. If a recent offer was extended to interview or hire a woman and it was declined, please provide a brief summary of the reason(s) given for declining.

2. In what specific ways will the department and university benefit from approving this particular Diversity Depth Hire?

3. Please outline a proposed search process to ensure a broad pool of outstanding women candidates. If a search is currently underway and the department is requesting a Diversity-Depth Hire out of that same search, explain why the diversity candidate is not the first choice.

4. Once hired, what specific steps will be taken to ensure that the new hire feels supported and valued? How will the department gauge its success at this?

5. Please provide a proposed budget and space needs or availability for the position (including projected start-up costs).

6. Please provide details on any upcoming searches that have been approved, are awaiting approval, or are proposed in the next 2 years.

7. How would this hire contribute to the University's Strategic Plan (<http://www.montana.edu/strategicplan/>)