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Building A Diverse Faculty

Michael W. Mulholland



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Building a Diverse Faculty Joanne Gainen, Robert Boice, 1993 ILL BUILDING A DIVERSE FACULTY ... J. GAINEN, 2000 Building a Diverse Faculty Joanne Gainen, Robert Boice, 1993 Creating and Maintaining a Diverse Faculty William Bernard Harvey, James R. Valadez, 1994 Dealing with issues relating to creating and maintaining a diverse faculty at the community college level this collection of articles focuses on African American and Hispanic faculty and presents both theoretical and practical considerations for administrators and scholars The following articles are included 1 The Status of Faculty in Community Colleges What Do We Know by Deborah J Carter 2 African American Faculty in Community Colleges Why They Aren't There by William B Harvey 3 California Community College Faculty from Historically Underrepresented Racial and Ethnic Groups by Dorothy M Knoell 4 Achieving Diversity among Community College Faculty by Freddie W Nicholas Sr and Arnold R Oliver 5 Effective Strategies for Enhancing Minority Faculty Recruitment and Retention by Ronald D Opp and Albert B Smith 6 Bridging the Gap Recruitment and Retention of Minority Faculty Members by Jerry Sue Owens Frank W Reis and Kathryn M Hall 7 Recruitment and Retention of Minority Faculty by Piedad F Robertson and Ted Frier 8 Minority Faculty Recruitment and Retention Strategies The Maricopa Experience by Alfredo G de los Santos Jr 9 Critical Perspectives on Community College Education by James Valadez and 10 Sources and Information Recruiting and Maintaining Minority Faculty by Frankie S Laanan MAB **Inclusive Leadership** Joanne Barnes, Michael J. Stevens, Bjørn Zakarias Ekelund, Karen Perham-Lippman, 2023-10-16 Inclusive Leadership speaks to the human side of organization and communities Both practitioners and academics provide insights that broaden our traditional view of diversity issues into a perspective focused on better understanding the theory and practice of inclusive leadership Developing Workforce Diversity Programs, Curriculum, and Degrees in Higher Education Scott, Chaunda L., Sims, Jeanetta D., 2016-05-16 Workforce diversity refers to a strategy that promotes and supports the integration of human diversity at all levels and uses focused diversity and inclusion policies and practices to guide this approach in work environments While this concept is not new publications outlining the programming curriculum and degree demands that should exist in universities to promote workforce diversity skill development are missing Developing Workforce Diversity Programs Curriculum and Degrees in Higher Education presents conceptual and research based perspectives on course program and degree developments that emphasize workforce diversity skill development and prepare next generation leaders for the modern and emerging workforce Highlighting crucial topics relating to career development human resources management organizational leadership and business education this edited volume is a ground breaking resource for business professionals scholars researchers entrepreneurs educators and upper level students working studying and seeking to advance workforce diversity learning across a variety of sectors The Diversity Promise: Success in Academic Surgery and Medicine Through Diversity, Equity, and Inclusion Michael W. Mulholland, 2020-03-11 Issues of diversity equity and inclusion

are of utmost importance in today's medical schools and the University of Michigan is at the forefront of effecting change in this key area of medical education Drs Michael Mulholland and Erika Newman and the Department of Surgery at the University of Michigan School of Medicine developed the Michigan Promise with the goal of achieving better results and assisting other schools of medicine to make progress in this area as well The Diversity Promise Success in Academic Surgery and Medicine Through Diversity Equity and Inclusion discusses the structure and implementation of this innovative program information that is easily transferrable to any department in a school of medicine

Creating and Maintaining a Diverse Faculty William Bernard Harvey, James Valadez, 1994 *Diverse Issues in Higher Education*, 2007

Discrimination and Diversity: Concepts, Methodologies, Tools, and Applications Management Association, Information Resources, 2017-05-17 The growing presence of discrimination and isolation has caused negative changes to human interactions With the ubiquity of these practices there is now an increasingly urgent need to close this divide Discrimination and Diversity Concepts Methodologies Tools and Applications provides a critical look at race gender and modern day discrimination and solutions to creating sustainable diversity across numerous contexts and fields Including innovative studies on anti discrimination measures gender discrimination and tolerance this multi volume book is an ideal source for professionals practitioners graduate students academics and researchers working in equality as well as managers and those in leadership roles

Annual Editions Fred Schultz, 2002-12 This volume of public press readings is intended to address the need for an annually published anthology that offers samples from the most recent journal literature The articles include topics on teacher education in multicultural perspective the social contexts of multicultural education and curriculum and instruction in multicultural perspective Visit our student web site www.dushkin.com online for additional support of Annual Editions titles

Fostering Student Success in Quantitative Gateway Courses Joanne Gainen, Eleanor Walker Willemsen, 1995

[Diversifying the Faculty](#) Caroline Sotello Viernes Turner, 2002-01-01 This monograph suggests ways in which an institution can diversify its faculty and facilitate the work of the search committee before a candidate ever reaches the interview stage It outlines a step by step process to improve the likelihood of a successful search and it recommends items to consider after a hire is confirmed to ensure that the new faculty member will be more likely to stay The sections are 1 Before the Search Begins 2 The Search Process and 3 After the Search Appendixes contain a checklist of best practices a list of leading institutions for minority Ph D s a list of baccalaureate institutions identified as producers of numbers of female doctorates and a list of Web resources of programs for building diverse faculties An annotated bibliography lists 59 sources for additional information Contains 36 references SLD

[Keeping Our Faculties: Symposium proceedings : concurrent session papers](#), 1998

Executive Order 11246, Affirmative Action Program for Minorities and Women University of California, Santa Cruz, 2000

Education and Society, 2004

[The Department Chair as Transformative Diversity Leader](#) Edna Chun, Alvin Evans, 2023-07-03 With the imminent demographic shifts in our society and the need to prepare students for

citizenship in a global knowledge based society the role of the academic department chair in creating diverse and inclusive learning environments is arguably the most pivotal position in higher education today In the United States increasing minority student enrollment coupled with the emergence of a minority majority American nation by 2042 demands that academic institutions be responsive to these changing demographics The isolation of the ivory tower is no longer an option This is the first book to address the role of the department chair in diversity and addresses an unmet need by providing a research based systematic approach to diversity leadership in the academic department based upon survey findings and in person interviews The department chair represents the nexus between the faculty and the administration and is positioned uniquely to impact diversity progress Research indicates that more than 80 percent of academic decisions regarding appointment curriculum tenure and promotion classroom pedagogy and student outcomes are made by the department chair in consultation with the faculty This book examines the multidimensional contributions that chairs make in advancing diversity within their departments and institutions in the representation of diverse faculty and staff in tenure and promotion curricular change student learning outcomes and departmental climate The scope and content of the book is not limited to institutions in the United States but is applicable to academic institutions globally in their efforts to address the access and success of increasingly diverse student populations It addresses institutional power structures and the role of the dean in relation to the appointment of chairs and their impact on the success of chairs from non dominant groups including female minority and lesbian gay transgendered individuals who serve in predominantly white male departments Using qualitative and quantitative research methods the book analyzes predominant structural and behavioral barriers that can impede diversity progress within the academic department It then focuses upon the opportunities and challenges chairs face in their collaborative journey with faculty and administration toward inclusive departmental and institutional practices Each chapter provides concrete strategies that chairs can use to strengthen diversity in the academic department Addressed to department chairs deans faculty and administrative leaders in higher education in all Western societies facing demographic change and global challenges this book offers a critical road map to creating the successful academic institutions that will meet the needs of our changing populations

Developing a Diverse Faculty Team Debra Sullivan,Cecelia Alvarado,Wheelock College. Institute for Leadership and Career Initiatives,2002 **Diversityinc** ,2009 **Academic: Affirmative Action Plan which Includes Covered Veterans and Individuals with Disabilities** University of California, Riverside,2004

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