



# OLD DOMINION UNIVERSITY

## Faculty Recruitment Plan

Academic Affairs



Goals: 1) To engage in a proactive recruitment process, which includes advertising as widely as possible to attract a diverse pool of qualified applicants. 2) To identify a final set of diverse candidates with diverse backgrounds, experiences and expertise to best serve the needs of our students, curriculum, department and relationships within our regional community.

Department Chair:

Department/School and College:

Position Title:

Search Committee Chair:

Committee Diversity Advocate:

Annual training is required for all search committee members. Have all members completed training?      Yes      No

Search Committee Members	Date Required Training

**Directions:** As you prepare your recruitment plan, consider these questions: **1)** How will advertising in diverse publications and diverse online outlets be accomplished? **2)** How will soliciting nominations from diverse discipline-related groups occur? **3)** How will women and minorities will be targeted? **4)** How will conferences, national organizations and networking be leveraged to diversify the applicant pool? **5)** Which organizations and outlets will be targeted? **6)** How will ODU affinity groups be included in the recruitment process? **7)** How will faculty within the department be included in the recruitment process? Please describe your recruitment plan below.

**Search Committee Chair Signature and Date:**

**Chair Signature and Date:**

**Dean Signature and Date:**

**Provost Signature and Date:**