



Iona College Hiring Policy on Diversity Recruitment

In keeping with Iona College's Diversity and Inclusion philosophy as it pertains to faculty and administrative hiring practices, the following stipulations apply to every faculty or administrative search committee:

- Each faculty or administrative search committee must include at least one member who is formally trained in best practices for diversity recruitment and will serve as the search committee's diversity advocate.
- A faculty or administrative search committee must make a good faith effort to recruit candidates from underrepresented populations, resulting in an initial candidate pool that includes representation from any of these populations.

In the case of faculty searches, the designated diversity advocate of each search committee must present its initial candidate pool to the Provost and the Dean who oversees the academic department associated with the search for review. A search will be deemed successful only if the search committee has demonstrated that it has fulfilled the stipulations as described above. No search committee can proceed with narrowing its pool of candidates or interviewing candidates until its initial search has been approved by the Provost and the Dean who oversees the academic department associated with the search.

In the case of administrative searches, the designated diversity advocate of each search committee must present its initial candidate pool to the Director of Human Resources and a designated member of the President's Cabinet for review. A search will be deemed successful only if the search committee has demonstrated that it has fulfilled the stipulations as described above. No search committee can proceed with narrowing its pool of candidates or interviewing candidates until its initial search has been approved by the Director of Human Resources and the designated member of the President's Cabinet.

Should a search committee's initial pool of candidates not reflect any representation from any underrepresented populations, an appeal may be made to the Provost noting a quantifiable dearth of candidates in the specific field or profession. The Provost may take this under advisement in determining whether a search process is deemed successful.