In the Fall 2001 semester, efforts were initiated to implement the University policy on the guidelines for recruitment and retention of ethnic minority tenure track faculty. These efforts focused on the development of recruitment guidelines within all colleges and the School of Policy Studies. Initially, the deans were requested to assign appropriate committees within their units to draft guidelines for their approval and then to seek the approval of those guidelines from their tenure track faculty. The senior faculty associate for underrepresented faculty was asked to assist the deans and their respective committees in these efforts.

The senior faculty associate met periodically with the chairpersons of the various committees to monitor and assist them in their efforts. Also, the senior faculty associate assumed responsibility for the committee in the College of Arts and Sciences at the request of the dean.

Each unit has made substantial progress toward the completion and/or approval of its guidelines. Currently, most units have a draft of their guidelines in different phases of approval. The School of Policy Studies has completed and approved guidelines, which are included on its website. Also, the College of Law has completed and approved guidelines, which will be added to their appropriate public documents. The College of Arts and Sciences has completed guidelines, which should be recommended for approval by their faculty before the end of the academic year. The Colleges of Education, Business, and Health and Human Sciences expect to complete, if not approve, drafts of their guidelines before the end of the academic year. Continued efforts will be made to assist these colleges to complete and approve their guidelines during the next academic year. Colleges with approved guidelines will be monitored in their efforts to implement their guidelines during the recruitment process in the future.

In the Fall 2002 semester, additional efforts will be made to implement this university policy with emphasis on development of retention guidelines for ethnic minority tenure track faculty.