

APPENDIX A

Diversity Inventory
Scholarship on Diversity, Multiculturalism, and Social Justice
Publications
Boyd, A. S. & McCarter, S. A. (in press). Role of health disparities. In L. H. Cousins and Golson, G. (Eds.), <i>Encyclopedia of Human Services and Diversity</i> . Thousand Oaks, CA: Sage.
O'Connor, M.K., Netting, F.E., Cole, P., Hopkins, K., Jones, J.L., Kim, Y., Leisey, M., Mulroy, E., Rotabi, K.S., Thomas, M.L., Weil, M.O., & Wike, T. (in press). Voice and community in the corporate academy: A collective biography. <i>Affilia</i> . [Except for first two authors, authors in alphabetical order]
Netting, F.E., O'Connor, M.K., Cole, P., Hopkins, K., Jones, J.L., Kim, Y., Leisey, M., Mulroy, E., Rotabi, K.S., Thomas, M.L., Weil, M.O., & Wike, T. (in press). Reclaiming and reimagining macro social work education: A collective biography. <i>The Journal of Social Work Education</i> . [Except for first two authors, authors in alphabetical order]
O'Connor, M.K., Leisey, M., Cole, P., Hopkins, K., Jones, J.L., Kim, Y., Mulroy, E., Netting, F.E., Rotabi, K.S., Thomas, M.L., Weil, M.O., & Wike, T. (in press). Collective biography method: A view from a social work perspective. <i>Qualitative Social Work</i> . [Except for first two authors, authors in alphabetical order]
Brown, R., Thomas, M. L., & Hinderlie, M. (2013). Meeting the housing and health care needs of older homeless adults: A supportive housing program targeting homeless seniors. <i>Seniors Housing & Care Journal</i> 21 (1).
Gandy, M. E., McCarter, S. A., & Portwood, S. (2013). Service providers' attitudes toward LGBTQ youth. <i>Residential Treatment for Children & Youth</i> , 30, 168-186. doi: 10.1080/0886571X.2013.813344
Guinta, N., & Thomas, M. L. (2013). Integrating assessment and evaluation into partnership initiatives: Lessons from the community

partnership for older adults. <i>Journal of Applied Gerontology</i> , 0733464813487587.
Herman-Smith, R. (2013). Do preschool programs impact social disadvantage? What social workers should know. <i>Social Work</i> , 58(1), 65-73.
Lee, E. O., & McRoy, R. (2013). Multiculturalism. In T. Mizrahi & L. Davis (Eds.), <i>Encyclopedia of Social Work</i> .
Lee, O., & Priester, M. (2014 forthcoming). Who is the help today? <i>Affilia: Journal of Social Work and Women</i> .
Lee, O., & Priester, M. (in press). Exploring diversity film festival. <i>Journal of Social Work Education</i> .
Lee, E. O., (2014, forthcoming). Use of avatars and a virtual community to increase cultural competence. <i>Journal of Technology and Human Services</i> , 32.
Leisey, M., Cole, P., Hopkins, K., Jones, J.L., Kim, Y., Mulroy, E., Netting, F.E., O'Connor, M.K., Rotabi, K.S., Thomas, M.L., Weil, M.O., & Wike, T. (in press). On the making of female macro social workers. <i>Reflections: Narratives of the Helping Professions</i> .
Lewinson, T., Thomas, M. L., & White, S. (2014). Traumatic transitions: Homeless women's narratives of abuse, loss, and fear. <i>Affilia: Journal of Women and Social Work</i> , 0886109913516449.
McCarter, S. A. (in press). Disproportionate minority contact. In A. R. Roberts, W. T. Church, II, & Springer, D. W. (Eds.), <i>Juvenile Justice Sourcebook: Past, Present, and Future</i> . Oxford, United Kingdom: Oxford University Press.
McCarter, S. A. (2011). Disproportionate minority contact in the American juvenile justice system: Where are we after 20 years, a philosophy shift, and three amendments? <i>Journal of Forensic Social Work</i> , 1(1), 96-107. doi: 10/1080/ 1936928X.2011.541217
Portwood, S. G., Shears, J. K., Brooks Nelson, E., & Thomas, M. L. (2013). An evaluation on the impact of services on children in homeless families. <i>Child and Family Social Work</i> .
Rowan, D., Long, D.D., & Johnson, D. (2013). Identity and self-presentation in the house/ball community: A primer for social workers. <i>Journal of Gay & Lesbian Social Services</i> , 25(2), 178-196.

<p>Rowan, D., Kabwiri, D., Rankopo, M., Mmatli, T., & Long, D.D. (2013). Using video as pedagogy for globally connected learning about the HIV/AIDS pandemic. <i>Journal of Social Work Education</i> 48(4), 691-706.</p>
<p>Rowan, D., Järkestig-Berggren, U., Cambridge, I., McAuliffe, D., Fung, A., & Moore, M. (Accepted 4/28/2013). The 6 Continents Project: A method for linking social work classrooms for intercultural exchange through asynchronous video sharing. <i>International Social Work</i>, in press.</p>
<p>Rowan, D. & Contributors. (2013). <i>HIV and AIDS social work: A case-based guide</i>. Chicago, IL: Lyceum Books, Inc.</p>
<p>Kulkarni, S.J., Racine, E.F., & Ramos, B.M. (2012). Examining the relationship between Latinas' perceptions about what constitutes domestic violence and domestic violence victimization. <i>Violence & Victims</i>. 27 (2), 182-193.</p>
<p>Kennedy, A.C., Bybee, D., Kulkarni, S.J., & Archer, G. (2012). Sexual victimization and family violence among urban African-American adolescent women: Do violence cluster profiles predict partner violence victimization and exposure to sex trade? <i>Violence Against Women</i>, 18(11) 1319–1338.</p>
<p>Scarborough, M. K., Kulkarni, S. J, Lewis, C. M. & (2011). Views on parent child connectedness among English- and Spanish-speaking parents of at-risk youth. <i>Journal of Family Social Work</i>, 14 (5) 407-428</p>
<p>Ramos, B.M., Carlson, B., & Kulkarni, S. (2010). Culturally competent practice with Latinas. In L.L. Lockhart, & F. S. Danis (Eds.). <i>Domestic Violence: Intersectionality and Culturally Competent Practice</i>, 309-321. Columbia University Press Foundations of Social Work Knowledge Series.</p>
<p>Presentations</p>
<p>Matthews, T. (November, 2008). Cross cultural interpersonal effectiveness. Oral presentation at the UNCC Multicultural Resource Center's Conference on Cultural Diversity.</p>
<p>Herman-Smith, R. (November, 2009). Special considerations in research with children of lesbians and gays. Oral presentation at the Council on Social Work Education Annual Program Meeting, San Antonio, TX.</p>
<p>Matthews, T. (October, 2010). Interfaith cooperation & community building. Member of MRC Panel of Faculty, Staff, and Advisors</p>

on How to Incorporate Religious Diversity and Interfaith Partnerships on UNCC Campus.
Matthews, T. (December, 2010). The importance of being an ally to GLBTQ youth. Guest presentation at Time Out Youth., Charlotte, NC.
Kulkarni, S., & Herman-Smith, R. (April, 2010). Pink elephant in the room: LGBT issues in social work practice & supervision. Guest presentation at UNC Charlotte Social Work Field Instructor Conference.
Lee, E. O., & Priester, M. A. (November, 2012). Engaging social work students to talk about sensitive issues. Poster session presented at the UNCC Scholarship of Teaching and Learning conference. Charlotte, NC.
McCarter, S. A. (February, 2014). Implicit bias: Implications for teachers. Invited RMJJ presentation for student teachers – UNC Charlotte College of Education’s Diversity and Multiculturalism Course.
McCarter, S. A. (October, 2013). Implicit bias. Invited RMJJ Presentation at the Charlotte Mecklenburg Schools’ Engage Summit. Harvey B. Gantt Center, Charlotte, NC.
McCarter, S. A. (October, 2013). Examining the school-to-prison pipeline: Racial and ethnic disparities for school-based offense outcomes in NC. Presented to the North Carolina Commission on Racial and Ethnic Disparities in the Criminal Justice System. Raleigh, NC.
Lewis, C. W., McCarter, S. A., & Hefner, R. A. (May, 2013). School disciplinary policy and practice – A NC Regional Convening of Stakeholders Including: Police Departments, Schools, Judges, County Officials, Departments of Public Safety, Guardians Ad Litem, Sheriffs’ Offices, Departments of Social Services, Child Advocates, and Community Leaders.
McCarter, S. A. (April, 2013). Disproportionate minority contact (DMC): A recent national examination. Paper presented at the 30 th Annual Conference of Forensic Social Work, Seattle, WA.
McCarter, S. A. (April, 2013 & August, 2012). Training with Charlotte-Mecklenburg Police Department and Charlotte Mecklenburg School Resource Officers – Local Disproportionality Data from Mecklenburg County. Sponsored by Race Matters for Juvenile Justice.

<p>Priester, M. A., & Lee, E. O. (November, 2012). Diversity awareness through community engagement. Paper presented at 2012 Multicultural Leadership Conference: A Rhapsody of Diversity. Charlotte, NC.</p>
<p>Priester, M., & Lee, E. O. (November, 2012). Who is the help today? Paper presented at the 58th Council on Social Work Education Annual Program Meeting. Washington, DC.</p>
<p>Rowan, D. (November, 2013). MARI update - Accessing young Black MSM for HIV prevention through social networking. American Public Health Association Annual Meeting & Exposition, Boston, MA.</p>
<p>Rowan, D. (November, 2013). Globalization of social work: Implications for CSWE accreditation, teaching, scholarship and service. Council on Social Work Education Annual Program Meeting, Dallas, TX.</p>
<p>Rowan, D. (October, 2013). Legends, statements, and stars: Cultural competence in working with youth involved in house ball culture. 1st Annual Queer Youth Conference, Charlotte, NC</p>
<p>Rowan, D. – invited keynote (May, 2013). Re-thinking HIV: The sustained social work response. National Conference on Social Work and HIV/AIDS. Chicago, IL.</p>
<p>Rowan, D. (April, 2013). Sharing video across continents to teach students cultural competence. <i>Phi Beta Delta Honor Society for International Scholars (international conference)</i> Charlotte, NC</p>
<p>Rowan, D. (July, 2012). The 6 Continents Project: Linking social work classrooms around the world through asynchronous video. 2012 World Conference on Social Work and Social Development, Stockholm, Sweden.</p>
<p>Rowan, D. (May, 2012). The use of web-based social networking to reach young men who have sex with men of color for HIV prevention. National Conference on Social Work and HIV/AIDS. Miami, FL.</p>
<p>Rowan, D. – invited panelist (October, 2011). Reactions of students and faculty to socio-cultural and political differences in studies abroad and international internships. Council on Social Work Education Annual Program Meeting, Atlanta, GA.</p>
<p>Spigner, C. W., Testa, M., Duncan, D., & McCarter, S. A. (January, 2011). Disproportionality and disparities in child welfare and juvenile justice. Invited presentation for the Race Matters for Juvenile Justice Collaborative, Westin Hotel, Charlotte, NC.</p>

<p>Thomas, M.L., Clapsadl Pate, M. (November, 2014). “It works against you”: Service experiences of older homeless adults. In T. Lewinson (Chair), <i>Successful aging-in-place for marginalized, community-dwelling adults: Research for social change</i>. Symposium proposed for the annual meeting of the Gerontological Society of America, Washington, DC.</p>
<p>Thomas, M.L., Clapsadl Pate, M. (November, 2014). Perceived physical and mental health among older adults in permanent supportive housing. In L. Thomas (Chair) & J. Gonyea (Discussant), <i>Perspectives on the housing and health status of older homeless adults</i>. Symposium proposed for the annual meeting of the Gerontological Society of America, Washington, DC.</p>
<p>Thomas, M. L., Ludden, T., Shears, J., & Priester, M. A. (November, 2014). Perceived health and emergency department utilization among chronically homeless adults in permanent supportive housing. Paper proposed for the annual meeting of the American Public Health Association, New Orleans, LA</p>
<p>Thomas, M. L. (November, 2013). Aging without place: Trajectories of cumulative trauma and adversity among older adults experiencing homelessness. In D. Waldrop (Chair & Discussant), <i>No place like home: The challenges of homelessness, inadequate and unstable housing in later life</i>. Symposium proposed for the annual meeting of the Gerontological Society of America, New Orleans, LA.</p>
<p>Thomas, M. L. (November, 2013). Aging in place in housing for the homeless. In A. Lehning (Chair) & A. Scharlach (Discussant), <i>Theoretical and empirical developments in understanding aging in place and relocation</i>. Symposium proposed for the annual meeting of the Gerontological Society of America, New Orleans, LA.</p>
<p>Thomas, M. L. (October, 2013). The interplay of trauma and adversity in the lives of older homeless adults. In S. Green (Discussant), <i>Gero-Ed track kick-Off: Trauma across the generations: From research to practice</i>. Panel at the annual program meeting of the Council for Social Work Education, Dallas, TX.</p>
<p>Thomas, M. L. (Facilitator), McCarter, S. A., Dickerson, V., Lee, E. O., Abrams, L. P., & Singleton, R. (Panelists) (January, 2013). Becoming culturally humble: Expanding our understanding of cultural competence. Invited panel of experts sponsored by the UNC Charlotte Graduate Social Work Association.</p>
<p>Research/Evaluation/Training Grants or Contracts</p>

McCarter, S. Examining racial and ethnic disparities for school-based offense outcomes in North Carolina. <i>The North Carolina Advocates for Justice</i> , (\$23,717).	
Rowan, D. Accessing young Black men who have sex with men for HIV prevention through social networking. (PI) <i>U.S. Centers for Disease Control and Prevention Minority AIDS Research Initiative (MARI)</i> , (\$1,070,000).	
Rowan, D. Examining cultural competence in HIV service providers: Understanding barriers to HIV prevention and care for the house/ball community. (PI) <i>Faculty Research Grant, UNC Charlotte</i> , (\$6,000).	
Funding--Chancellor's Diversity Grants	Academic Year/Date
McCarter, S. Dismantling Racism Training. Mini-grant to pay for six faculty/staff members from social work to attend the 2-day Racial Equity Institute's <i>Dismantling Racism Training</i> . <i>Chancellor's Diversity Challenge Fund</i> , (\$1,050).	2013-2014, 2014-2015
Marchetti, S. & Barsanti, A. Boots to Books: Understanding Military Culture and Supporting a Successful Transition - a one-day conference aimed at increasing cultural sensitivity, both on campus and within the Charlotte community, with respect to student veterans, <i>Chancellor's Diversity Challenge Fund</i> , (\$5,000).	2013-2014
Rowan, D. Confronting stigma and ignorance about HIV/AIDS. Brought in Mr. Cleve Jones, creator of AIDS Quilt, for three sessions, one for community – 50 attendees; one for students — 7 attendees, a private lunch with research team, 5 attendees. <i>Chancellor's Diversity Challenge Fund</i> , (\$5,000).	2011-2012
Marchetti, S., Matthews, T., & Barsanti, A. The art of recovery. <i>Chancellor's Diversity Challenge Fund</i> .	March 2013
Richardson, S., Douglas, H., Ezell, M. The Behavioral Healthcare Diversity Provider Summit. <i>Chancellor's Diversity Challenge Fund</i> .	May 2015
Exploring diversity and increasing multicultural awareness through community engagement and films. <i>Chancellor's Diversity Challenge Fund</i> .	2010-2011

Events/Activities	Academic Year/Date
Students4Giving Conference – Annual event sponsored by the Department of Social Work and the Graduate Social Work Association. 2013 focus on cultural humility and cultural competency; 2014 focus on post-traumatic growth, particularly for vulnerable populations.	Each Year
Access to Culturally Competent Health Services: Serving Military Veterans from a Holistic Perspective is a half day conference aimed at increasing competence in regard to military veterans culture and care need both on campus and in the Charlotte community. Conference attendees will gain an understanding of the influence of military culture on health care practice, identify health services resources for veterans at federal, state, regional and local levels and expand their knowledge of military veteran’s culture (Elnitsky and Marchetti).	February 2015
Educating the Next Generation of Mental Health Professionals - Will Stream Give an Hour Conference from Washington DC –focused on military and Veterans culture	2013-2014
Boots to Books: Understanding Military Culture and Supporting a Successful Transition - UNC Charlotte College of Health and Human Services, Department of Social Work -- in partnership with the UNC Charlotte Office of Veterans Student Services, Mecklenburg County Community Support Services, and Charlotte Bridge Home -- will host a one-day conference aimed at increasing cultural sensitivity, both on campus and within the Charlotte community, with respect to student veterans (Marchetti and Barsanti).	2013-2014
Veterans Cultural and Clinical Competency Initiative - In collaboration with the Duke University Evidenced Based Practice Center, provide training to behavioral healthcare organizations regarding appropriate assessment of military involved families (Richardson).	2013-2014
Serving Those Who Serve: Training the Next Generation Conference - Streamed Give an Hour Conference from NYC focused on military culture (Marchetti).	2012-2013
The Art of Recovery - The Art of Recovery is a gallery exhibition showcasing visual arts as a form of creative and therapeutic expression. This exhibition shares the artistic talents of individuals diagnosed with a mental illness and	2012-2013

will facilitate discussion with the creative artists about their work. Collaborating partners include the UNC Center for Excellence in Community Mental Health – Brushes with Life: Art, Artists, and Mental Illness, the Mental Health Association of Central Carolinas, Partnerships for Change, and Occasion (Marchetti, Matthews, and Barsanti).	
<p>We Are the Lowest of 99%: Poverty Series - Organized 3 major education events for students, faculty, and residents in our community.</p> <ol style="list-style-type: none"> 1. Feb., 2013. Poverty Simulation conducted by Crisis Assistance Attendance: 82 2. Mar., 2013 Community Conversations for Homeless Children and Families. Attendance: 145. Dr. Thomas moderated the discussion. 3. Apr., 2013. Bridge to Poverty workshop in partnership with Urban Ministry for 1st year MSW students (SOWK 6202). 	2011-2012
<p>CDCF 2012-2013 Intergenerational Forum: Gerontological Social Work Series.</p> <ul style="list-style-type: none"> • Feb., 2014. Invited 6 senior citizens from Shads Landing and Shamrock Senior Center and conducted life history interviews in my class SOWK 2813. • Apr., 2014. SOWK 2183 students will provide some services for older adults. TBA. 	2012-2013
Teaching/Student Training	
<i>SOWK 6441</i> (all first year MSW students) Outside speakers related to Homelessness which was designed to increase awareness of the people behind the word “the homeless” - Interactive discussion with men who were affiliated with Urban Ministry, Men’s Shelter and McCreesch Place - *In the past we have had speakers come in to make student s more aware of mental health as a form of diversity, poverty simulation, LGBTQ through Time out Youth	Each Year
All SOWK courses are required to have learning outcomes related to diversity	Each Year
<i>SOWK 6151 Social Work, Social Justice, and Diversity</i> (all first year MSW students) Course provides foundational content on multiple dimensions of diversity within the theoretical context of privilege and oppression; Outside speakers have included Tom Hanchett, historian at the Levine Museum of the New South – race and class in Charlotte; Mr. Willie Ratchford, Executive Director of the Charlotte-Mecklenburg Community Relations Committee – racial diversity and justice; Community panelists from Mecklenburg Ministries, Area Agency on Aging, Guardian	Each Year

Ad Litem, UNC Charlotte Multicultural Resource Center, Char-Meck Community Relations Committee; UNC Charlotte College of Arts and Architecture	
<i>SOWK 3120 Diversity and Populations-at-Risk</i> (all first year BSW students) Outside speakers have included Time Out Youth Speaker's Bureau; UNCC Office of Student Disabilities; Latin American Coalition; Carolina Refugee Center; Urban Ministry Center; A Child's Place; Native American Center; McCresh Place Homeless Shelter.	Each Year
<i>SOWK 7090 Spirituality and Social Work Elective</i> (BSW & MSW students) One-third of the course is fully on diversity. It covers spirituality/religion/culture of five cultural groups residing in the Charlotte Area.	
<i>SOWK 3090/7090 Children and Families Facing Criminality and Delinquency: A Social Work Perspective</i> (BSW & MSW students)	
<i>SOWK 3090/7090 HIV and Social Work Elective</i> (BSW & MSW students)	
<i>SOWK 3090/7090 Development in Africa: NGOs in Malawi – Study Abroad</i> (BSW & MSW students)	
<i>Independent Studies: Social Justice Implications of Early Childhood Intervention</i> (Herman-Smith)	
Training	
Change AGENTS Conference (Thomas)	Fall 2014
Dismantling Racism Training (Herman-Smith, Johnson, Marchetti, Matthews, Rowan, and Thomas)	Spring 2013
Safe Zone Ally Training (All full-time social work faculty)	Fall 2013
Center for the Study of Social Policy – Institutional Analysis Framework Training (McCarter)	July 2013
Summer Diversity Institute (Lee)	Summer, 2012

Office of Juvenile Justice and Delinquency Prevention - Disproportionate Minority Contact Training (McCarter)	July 2012
Dismantling Racism Inaugural Training – With CharMeck community leaders and RMJJ Leadership Team (McCarter)	January 2012
Summer Diversity Institute (Herman-Smith, McCarter, and Thomas)	Summer 2010
Summer Diversity Institute (Matthews)	Summer 2009
Service	
Herman-Smith, R. (Appointed). National Council on Disability and Persons with Disabilities, Council on Social Work Education	2012-2015
McCarter, S. A. Race Matters for Juvenile Justice – RMJJ (Leadership Team)	2009-present
McCarter, S. A. (Appointed by the BOCC). Mecklenburg County Juvenile Crime Prevention Council (Secretary 2010-2013; Chair of the Risk and Needs Committee 2010-present)	2009- present
McCarter, S. A. (Appointed by the Chair – Chief of Police Rodney Monroe). State Disproportionate Minority Contact (DMC) Subcommittee	2011- present
Rowan, D. Internationalization Committee (Departmental representative 2 years; Co-Chair 2 years)	2010-present
Rowan, D. Mu Chapter of Phi Beta Delta Honor Society for International Scholars (President two terms 2010-2012; Executive committee member 2009- 2013)	2009-present
Matthews, T. Charlotte Mecklenburg Mental Health Association Coalition on Immigrants (Member)	2008-2009
Matthews, T. Time Out Youth (Executive Board of Directors)	2009-2013
Matthews, T. & Long, D. CHHS Diversity Champions Group (Department Representatives)	2008-2009

Richardson, S. Office of Refugee Resettlement 2014 Residential Services for Unaccompanied Alien Children grant program (Grant reviewer)	2014
Richardson, S. Veterans Cultural and Clinical Competency Training, Duke University Evidence Based Practice Center (Jr. Faculty Member)	2013-2014
Thomas, M.L. (Appointed by Mecklenburg County Board of Commissioners). Charlotte-Mecklenburg Coalition for Housing.	2010-2015
Recruitment	
Included specific language related to efforts to diversify on job description	2013-2014
Used CSWE Minority Fellowship program to disseminate job announcement	2013-2014
Sent personal emails to CSWE Minority Fellowship list of scholars on the job market	2013-2014
<p>For the majority of the on campus candidates for both positions, we arranged for a one-on-one visit with a recently hired African American lecturer, so that the climate for integration into the Department, College and University as a minority faculty member could be addressed, as well as the climate regarding diversity in Charlotte.</p> <p>When possible we arranged for meetings with other minority professionals on campus, such as in the library, in other academic units that were related to their area of research, and in Academic technology. The purpose was to expose candidates to opportunities to ask questions about receptivity to and inclusion of diversity initiatives and promotion and celebration of difference. We also highlighted the Departments' excellent record of securing small internal diversity grants.</p>	2013-2014
We heavily targeted the CSWE Minority Fellowship doctoral candidates and we went through the website of every CSWE accredited MSW program (and some BSW programs but ran out of time) and looked for tenure-track faculty that either appeared to contribute racial/ethnic diversity in self-identity or that expressly listed a research specialization that was clearly focused on diversity and racial justice. Our email expressly discussed our sincere	2013-2014

<p>interest in increasing our faculty diversity. Incidentally, all candidates we brought to campus for both open positions (Assistant and Associate) represented racial or ethnic diversity. These searches resulted in one hire, Laneshia McCord, and an open position when Robert Hawkins decided not to accept a generous offer.</p> <p>Also, we headlined our job description with the following statement designed to attract minority faculty members interested in a place that would celebrate their unique contributions.</p> <p>The Department of Social Work is united in our commitment to diversify our faculty.</p> <p>This year we modified it to: The Department of Social Work is united in our commitment to a diverse faculty.</p>	
<p>UNC Charlotte ADVANCE program builds faculty diversity and promotes faculty success through research and programming on recruitment, re-appointment, promotion and tenure practices; policy reform; mentoring; leadership and career development. Faculty serving on search committees are required to complete the Faculty Recruitment workshop through the ADVANCE program. This workshop is the second half of a two-part training designed to help search committees employ best practices in their searches and take into consideration diversity strategies, so departments can conduct fair, inclusive and effective searches.</p>	2008-2014
<p>During the searches, we actively sought feedback and input from current students in the BSW and MSW program. We had a diverse representation of students participating in the search process and providing feedback regarding the candidates.</p>	2013-2014
<p>We ensured that the advertisements were disseminated to diverse and minority groups locally, statewide and nationally. We utilized formal and informal networks for posting of the positions.</p>	2013-2014
<p>During the Lecturer search process, scoring criteria was included regarding the applicant's demonstrated ability to contribute to diversity initiatives.</p>	2013-2014
<p>We completed Marketing and Diversity Plans for the searches identifying how we planned to attract a diverse applicant pool.</p>	2013-2014