

**Assistant Professor of English
Creative Writing/Fiction Specialist**

Diversity Plan

A. Diversity Emphasis in Job Advertisement.

Please see Job Advertisement's invitation to candidates to "join a vibrant campus community whose excellence is reflected in its diversity," and its final three sentences: "Developing and sustaining a diverse faculty advances West Chester University's educational mission and Plan for Excellence. West Chester University is an affirmative action, equal opportunity employer. Women and minorities are encouraged to apply."

B. Placement Plan for Paid Print Advertisements.

- Modern Language Association *Job Information List*
- *Black Collegian Magazine*
- *Chronicle of Higher Education*
- *Diverse Issues in Higher Education*
- *Hispanic Outlook Magazine*
- *Latino Perspectives in Higher Education*

(Placement of all advertisements will be in both hard copy and in online electronic editions when available.)

C. Listserv and Website Distribution of Advertisement.

- Cave Canem, <http://www.cavecanempoets.org>. This is "a writer's center with a focus on African American poets and writers"; a Department of English member has been a member and can distribute information about this position through the online community forum.
- *Inside Higher Education*, <http://www.insidehighered.com>. This is an online journal of higher education that includes a job information list.
- Philadelphia Area Council of Writing Program Administrators (PWPA), <http://www.philawpa.org>. The PWPA is the organization of composition and rhetoric leaders in the tri-state region; the PWPA website can also be reached through a link on the website of the national Council of Writing Program Administrators. The PWPA also has a listserv on which several Department of English members, and the chair of this search committee, are members.

D. Academic Minority Databases.

- American Association of Hispanics in Higher Education, Inc., <http://aahhe.org>. This is a major clearinghouse for Hispanics in academic careers.
- American Association of University Women, <http://www.aauw.org>. This is an information center for women in academic careers.

- “Compact for Faculty Diversity Online Scholar Directory.” WCU’s Office of Social Equity subscribes to this source of doctoral scholars, accessible at <http://www.sreb.org>; we will distribute our advertisement through this site.
- Hispanic Association of Colleges and Universities, <http://www.hacu.net>. This network disseminates information for Hispanic academics.

E. Professional Contacts, Frederick Douglass Scholars, and Informal Networking.

The Department of English is fortunate to have a diverse faculty with contacts at many major doctoral programs and in many professional organization; the hiring committee will enlist this faculty to distribute the job advertisement widely among these contacts, with an emphasis on social equity and reaching minority candidates. Contacts will also be made with past Frederick Douglass Scholars to encourage them to apply (if appropriate) or further distribute the advertisement.

Plan submitted by Bill Lalicker, chair, Search Committee. Committee members: Gabrielle Halko; Luanne Smith.

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