

# Faculty Recruitment Plan

This tool enables you to develop a thoughtful and strategic recruitment plan not only for current open faculty positions, but for ongoing recruitment efforts in your department.

Strategy	Actions <i>(examples)</i>	Assigned Actions	Actions Completed
<b>Create Awareness</b> <i>Sphere of influence</i>	<ol style="list-style-type: none"> <li>1. <i>Notify faculty within the discipline of the opportunity through</i></li> <li>2. <i>Explain the departments values and commitment to diversity, equity, and inclusion</i></li> </ol>		
<b>Connect</b> <i>Build relationships through</i>	<ol style="list-style-type: none"> <li>1. <i>Promote the department through attending discipline specific conferences and trainings. Identify specialized conferences focused on diversity, equity, and inclusion</i></li> <li>2. <i>Invite and build relationships with scholars</i></li> </ol>		
<b>Engaged Recruitment</b>	<ol style="list-style-type: none"> <li>1. <i>Follow-up with potential candidates via email and phone.</i></li> <li>2. <i>Send additional information about the department, college, CSU and northern Colorado.</i></li> </ol>		
<b>Assess</b> <i>Reflection on what is working and what is not</i>	<ol style="list-style-type: none"> <li>1. <i>Use recruitment data to inform best practices</i></li> <li>2. <i>Document feedback and use to inform future searches.</i></li> </ol>		
<b>Continue</b> <i>Recruitment is ongoing</i>	<ol style="list-style-type: none"> <li>1. <i>Allot recruitment resources that foster increasing connections to diverse faculty.</i></li> <li>2. <i>Create opportunities to invite scholars to collaborate.</i></li> </ol>		