

**College of Education & Allied Professions
Western Carolina University
Diversity Committee**

Meetings with CEAP Job Candidates

The CEAP Diversity Committee is committed to assisting the College and Western Carolina in efforts to recruit and retain diverse and culturally responsive faculty and staff as outlined in Goal 4.4 of the College's Strategic Plan. Specifically, we have committed (in support of Initiative 4.4.1) to meeting with all final candidates being considered for employment in the College.

The Meeting

The meeting consists of representatives of the Diversity Committee (chosen in relation to availability) and the candidate. The meeting is confidential and representatives of the Diversity Committee do not provide in feedback or insight to search committees, hiring managers, or anyone else. This means that members of a search committee who might also be members of the Diversity Committee are not eligible to be in the overlapping meetings. During the meeting candidates are able to ask questions regarding employment at Western Carolina University. Recognizing the frequent discomfort of discussing issue of diversity or diverse populations during the job search process we particularly allow for honest questions and frank feedback related to matters of equity, diversity, and inclusion which the candidate might have about the University or the region in which candidates may potentially call home.

Scheduling Process

Search chairs, committee members, or administrative support should contact the chair(s) of the Diversity Committee to schedule candidate meetings. The chair(s) will work with members of the Diversity Committee to identify committee representatives.

Questions?