Dec. 13, 2021
Dear Friends,
Hiring decisions are among the most important we make across campus. Inviting new colleagues into
our community must always be done with great thoughtfulness and care. In addition to the essential
evaluation of professional competence, our decisions must also reflect our mission and core values.
Among these values is our shared goal to increase the diversity of our faculty.
Grounded in an aspiration to ensure that students, faculty and staff are able to meet their fullest
potential, we seek to create a community where students see themselves in their professors and
mentors. Diversifying our faculty will also expand differing viewpoints and approaches to pedagogy.
In support of this goal, I am pleased to share with you a new resource to assist our efforts to strive
toward inclusive excellence – “A Strategy Toolkit to Recruit an Excellent and Diverse
Faculty” Toolkit. The Toolkit project was developed by a Diversity Hire Workgroup consisting of Jeff
Gingerich, George Aulisio, Lori Bruch, Elizabeth Garcia, Christie Karpiak, Michelle Maldonado,
Nabil Tamimi and Patricia Tetreault.
I hope you find the resources in this toolkit helpful as you strive to create an environment that
supports student success. Should you have any questions about the toolkit or our efforts, I encourage
you to contact Jeff Gingerich at Jeffrey.Gingerich@scranton.edu or Liz Garcia
at Elizabeth.Garcia2@scranton.edu.
Yours faithfully,