

TITLE:

Advancing Faculty Diversity at the UCR School of Business via Recruiting URM faculty

INVESTIGATORS:

Elaine Wong, Assoc. Professor of Management, co-chair of UCR Chancellor's Advisory Committee on the Status of Women Boris Maciejovsky, Assoc. Professor of Management, School of Business Equity Advisor and member of the UCR Rami Zwick, Assoc. Dean for Graduate Programs, Professor of Marketing

ABSTRACT:

We propose to build upon successful aspects of previous AFD initiatives at UCR and expand them in new directions. First, we will implement an innovative recruiting method by which we will target specific areas of research (in business) that are more likely to attract URM scholars (e.g., pay gap, minority owned businesses). Second, we will expand the search for scholars from related fields (e.g., psychology, sociology) that have a more diverse pool of candidates. Third, we will follow the spirit Senate Bill 979 that requires publicly held corporations in California to diversify their boards of directors by 2023. We will do it by appointing a search committee that 50% of its members are URM faculty. Finally, we will make the new positions attractive not only by providing "perks" but also by emphasizing the important opportunities the new hires will have in making a difference in the life of URM students.