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Policies for hiring black faculty

Denison University

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March 17, 1970

The following policy guidelines should guide the College in the hiring of black faculty members:

1. The chief criteria for the hiring and promotion of faculty must be their competence in subject matter and their teaching effectiveness. Judgments of academic competence are the responsibility of faculty in each department and the Dean of the College. Judgments of teaching competence should be made in consultation with students since their insights into the potential and actual contribution of a faculty member to the learning process are important indices of effectiveness. Procedures should be established for involving students in the evaluation process prior to hiring or promotion.
2. There shall be no ideological or political tests for the hiring or promotion of faculty.
3. The possession of an advanced degree need not be a prerequisite for hiring a person for the faculty. However, except in certain fields and specialities where the doctorate is not professionally required, a person without the doctorate ought not be promoted to a tenured position. This does not preclude the hiring of faculty on special appointments for a limited period of time.
4. Salaries paid to black professors should be competitive with salaries paid comparable staff at colleges similar to Denison.

The following is submitted to the Faculty for action:

Academic Departments shall establish immediately procedures for involving students in the evaluation process related to the hiring of faculty. The details of these procedures are to be reported to the Dean of the College by April 6, 1970 for subsequent review by the Advisory Committee.