

### Practices and Good Faith Efforts to recruit and retain diverse faculty and candidates

Diversity among the full-time faculty at Concordia is limited. Good faith efforts have been made by the university to increase the number of diverse faculty members by conducting national searches with administrative approval of all applicant pools. Positions are advertised on the Concordia University, Nebraska Website, in the LCMS – Reporter, in the LCMS – Lutheran Witness, on the LCMS – Website, on the HigherEdJobs.com website, with Nebraska Workforce, and on CareerLink.com. Since 2005, there have been 34 full-time faculty positions filled at Concordia. National searches were done for all positions. Of these 34 positions filled, 16 were female, 18 were male, and only one was of racial and ethnic origin. That one is the only minority person serving on the faculty of Concordia. The institution does have one staff member, the assistant director of Student Life, who is African American. The goal of increasing diversity in the faculty continues to be a priority even though we have not met with much success. By directive of the Board of Regents, the governing body of the institution, the faculty must maintain at least 90% LC-MS members. The LC-MS is 95% Caucasian. The location of Concordia in a small rural, eastern Nebraska town makes the challenge of recruiting qualified diverse faculty to campus a difficult endeavor.

The Admissions Department regularly participates in College Fairs throughout the United States and visits high schools with diverse student populations in an effort to recruit minority students. Metropolitan areas with larger numbers of minority students have been included in the visits.

Candidates are placed within 30 miles of the campus for their field experiences and for their first student teaching (clinical practice) assignment. Our main placements are in Seward County or Lancaster County.

Placement Diversity	Population of Seward County and Lancaster County, Nebraska		Concordia University, Nebraska	
	306,503	100%	1202	100%
Caucasian	275,093	89.8%	1095	91.1%
African American	10,516	3.4%	37	3.1%
American Indian	2,676	0.9%	1	0.1%
Asian	10,516	3.4%	17	1.4%
Pacific Islander	290	0.1%	17	1.4%
Multiple	7412	2.4%	35	2.9%