

The Search handbook has been developed by the Office of Human Resources and The Equity and Diversity Resource Center as a resource in carrying out your administrative duties on campus. Campus priorities have been addressed by the Chancellor in his April 1995 document, *AA Vision for the Future*.

We have a tradition of excellence upon which to build and much to preserve, but I believe it is time for the university to start doing some things *differently* -- not just doing the same things *better*. To achieve these ends, we need to pursue our goals within a shared vision of a university that will be as outstanding in the next century as it has been in the past and is in the present.

That vision comprises some different ways of advancing, organizing, and disseminating knowledge which, in my judgment, will be necessary to maintain our position as one of the leading institutions of higher education in the world.

In *AA Vision for the Future*, the Chancellor has broadly defined key strategic priorities to help us move toward the goals mentioned. One of these critical priorities is *Maximizing Our Human Resources*:

Diversity of viewpoints, diversity of backgrounds, including gender and ethnic differences, as well as variety within academic specialties, are all vital components of the intellectual life of this great university. This not only contributes to the academic vitality of the campus, but also makes us more competitive among our peer institutions. While parts of the campus have made significant gains, our progress in reaching greater gender and ethnic diversity overall has been too modest. If we are to be successful in the future, we must tap the rich potential of all our citizens by incorporating them into our faculty, staff, and student body.

Chancellor David Ward  
*AA Vision for the Future*  
1995

The Search Handbook outlines specific strategies to assist you in meeting this critical priority.