

INTRODUCTION

New Mexico State University is committed to building diversity of its faculty and staff by supporting recruitment, applicant review, and hiring policies and practices. Through these efforts, New Mexico State University can continue to meet the needs of its increasingly diverse university community.

New Mexico State University's commitment to diversity is also reflected in its *Policy Statement on Equal Employment Opportunity and Affirmative Action*, which states:

New Mexico State University is dedicated to providing equal employment opportunities in all areas of occupation without regard to age, ancestry, color, mental or physical disability, gender, serious medical condition, national origin, race, religion, sexual identity, sexual orientation, spousal affiliation, or veteran status, according to state and federal laws.

NMSU's Strategic Directions and Targets identify the following specific Mission-Supporting Goals:

1. *Personnel - People are the most important asset of New Mexico State University.*

GOAL: Attract, develop, reward, and retain a high-quality faculty and staff.

2. *Focus on Diversity - NMSU stands out among Carnegie Research I universities for its ability to recruit and retain a diverse student body. Continued efforts are needed to maintain this success story and to increase diversity among faculty, staff, and administrators.*

GOAL: Increase the diversity of NMSU's faculty and staff with the goal of having NMSU's employee profile represent the appropriate market pool in terms of race/ethnicity, gender, and people with disabilities.

Additional information can be found at: <http://www.nmsu.edu/Research/iresearc/0203t.pdf>

The ***Search Committee Procedures Handbook*** specifies procedures that are used for recruitment, selection, and faculty appointments for tenure-track faculty, executive, administrative, and other positions that represent similar levels of responsibility at New Mexico State University and its branch campuses. Responsibilities for appropriate administrators, faculty, and staff are contained herein to further maintain the integrity of the selection process for NMSU's leadership positions.

[Note: The provisions of the handbook are illustrative and not all inclusive, and may be changed, amended or revoked by the university with or without notice.]