

# ASSEMBLY, No. 3944

## STATE OF NEW JERSEY 220th LEGISLATURE

INTRODUCED MAY 12, 2022

**Sponsored by:**  
**Assemblywoman ANNETTE QUIJANO**  
**District 20 (Union)**

### **SYNOPSIS**

Requires campus diversity actions at public institutions of higher education and directs Secretary of Higher Education and Division on Civil Rights to develop guidance regarding diversity in faculty search and selection process.

### **CURRENT VERSION OF TEXT**

As introduced.



1 AN ACT concerning diversity at public institutions of higher  
2 education and supplementing chapter 62 of Title 18A of the New  
3 Jersey Statutes.

4  
5 **BE IT ENACTED** *by the Senate and General Assembly of the State*  
6 *of New Jersey:*

7  
8 1. a. A public institution of higher education shall develop a  
9 faculty and student diversity plan. The diversity plan shall establish  
10 clear and specific goals for increasing the recruitment and retention  
11 of diverse faculty, staff, and students for each academic program at  
12 the institution. The plan shall:

13 (1) establish diversity goals for increasing the recruitment and  
14 retention of students, faculty, and staff who represent diverse  
15 backgrounds that, in the case of a county college, are representative  
16 of the demographics of the county in which the college is located  
17 and, in the case of a four-year public institution of higher education,  
18 are representative of the demographics of the State;

19 (2) identify steps to achieve the diversity goals established by  
20 the institution under the plan;

21 (3) identify metrics to be used by the institution  
22 when monitoring progress towards meeting the diversity goals;

23 (4) outline programming that will improve and enhance the  
24 campus climate for a diverse faculty and student body; and

25 (5) address student learning to ensure that all students acquire  
26 the knowledge, experience, and cultural competencies necessary to  
27 succeed in the workforce.

28 b. The institution shall update the diversity strategic plan every  
29 three years, and as needed.

30  
31 2. a. A public institution of higher education shall annually  
32 develop and submit to the Secretary of Higher Education a student  
33 diversity report. The student diversity report shall include, for each  
34 academic degree program at the institution:

35 (1) the new enrollment rates, the third semester retention rates;  
36 the graduation rates; and the professional certification rates of  
37 recent graduates, for each academic program of the institution. This  
38 information shall be further broken down by race, ethnicity, and  
39 gender; and

40 (2) a description of any targeted programs, services, or supports  
41 offered by the institution to support the successful education of  
42 students who represent diverse backgrounds.

43 b. The Secretary of Higher Education shall prepare an annual  
44 report containing a compilation of the data collected pursuant to  
45 subsection a. of this section. The secretary shall submit the report to  
46 the Governor, and to the Legislature pursuant to section 2 of P.L.1991,  
47 c.164 (C.52:14-19.1), by November 15th of each year.

1       3. The governing board of a public institution of higher  
2 education shall assign a new or existing employee to serve as a staff  
3 diversity ambassador for each school and college of the institution.  
4 Each staff diversity ambassador shall ensure the implementation of  
5 the diversity strategic plan established pursuant to section 1 of this  
6 act and shall report directly to the president of the institution. The  
7 president shall deliver an annual written report on the  
8 implementation of the diversity strategic plan, which shall be  
9 prepared by the staff diversity ambassador or ambassadors, to the  
10 governing board of the institution.

11

12       4. a. A public institution of higher education shall provide  
13 annual diversity training to all faculty, staff, and students who may  
14 serve on a faculty search committee. The training shall set forth a  
15 list of specific interventions for addressing unconscious bias in the  
16 context of faculty recruitment. The interventions shall be grounded in  
17 research and shall include, but need not be limited to:

18       (1) strategies to recruit an excellent and diverse pool of applicants;

19       (2) discussion that raises awareness of unconscious assumptions  
20 and their influence on the evaluation of applicants; and

21       (3) strategies to ensure a fair and thorough review of applicants  
22 through the establishment of uniform academic criteria, evaluation  
23 templates, and interview questions to be used for evaluating  
24 candidates.

25       b. The institution shall require its faculty search committees to  
26 increase the number of candidates considered for faculty positions  
27 who are members of underrepresented racial and ethnic groups by  
28 such measures as are established by that institution's governing  
29 board. The institution shall report annually to the Governor, and to  
30 the Legislature pursuant to section 2 of P.L.1991, c.164 (C.52:14-  
31 19.1), on its efforts.

32

33       5. a. The Secretary of Higher Education, in collaboration with  
34 the Director of the Division on Civil Rights in the Department of  
35 Law and Public Safety, shall develop guidance for public  
36 institutions of higher education concerning the faculty search and  
37 selection process, in alignment with recommendations put forth in  
38 the 2020 report of the New Jersey Interagency Task Force to  
39 Combat Youth Bias. The purpose of the guidance shall be to assist  
40 institutions in identifying, recruiting, and retaining diverse faculty.

41       b. The guidance developed by the secretary shall include, but  
42 not be limited to, information on best practices at each stage of the  
43 recruiting and hiring process such as: having an approved  
44 recruitment search plan; writing broad, inclusive, and gender free  
45 position descriptions and job advertisements; engaging in continual  
46 networking at professional conferences, especially those where  
47 women and minorities are prominently represented; being vigilant

1 for future talent; and providing dual career resources for a spouse or  
2 significant other. The guidance shall also address best practices for  
3 creating a vibrant, inclusive community on campus that ensures the  
4 continued growth and opportunities needed to retain a diverse  
5 faculty.

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7 6. This act shall take effect immediately.

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10 STATEMENT

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12 This bill requires each public institution of higher education to  
13 develop a faculty and student diversity plan. The diversity plan will  
14 establish clear and specific goals for increasing the recruitment and  
15 retention of diverse faculty, staff, and students for each academic  
16 program at the institution. The plan is required to:

17 (1) establish diversity goals for increasing the recruitment and  
18 retention of students, faculty, and staff who represent diverse  
19 backgrounds;

20 (2) identify steps to achieve the diversity goals established by  
21 the institution under the plan;

22 (3) identify metrics to be used by the institution  
23 when monitoring progress towards meeting the diversity goals;

24 (4) outline programming that will improve and enhance the  
25 campus climate for a diverse faculty and student body; and

26 (5) address student learning to ensure that all students acquire  
27 the knowledge, experience, and cultural competencies necessary to  
28 succeed in the workforce.

29 The bill requires the institution to update the diversity strategic  
30 plan every three years, and as needed.

31 Under the bill, a public institution of higher education is required  
32 to annually develop and submit to the Secretary of Higher  
33 Education a student diversity report. The student diversity report  
34 will include, for each academic degree program at the institution:

35 (1) the new enrollment rates, the third semester retention rates;  
36 the graduation rates; and the professional certification rates of  
37 recent graduates, for each academic program of the institution and  
38 broken down by race, ethnicity, and gender; and

39 (2) a description of any targeted programs, services, or supports  
40 offered by the institution to support the successful education of  
41 students who represent diverse backgrounds.

42 The bill directs the Secretary of Higher Education to prepare an  
43 annual report containing a compilation of the data collected  
44 pursuant to the bill's provisions, and to submit the report to the  
45 Governor and the Legislature.

46 The bill requires the governing board of a public institution of  
47 higher education to assign a new or existing employee to serve as a

1 staff diversity ambassador for each school and college of the  
2 institution. Each staff diversity ambassador is directed to ensure the  
3 implementation of the diversity strategic plan and will report  
4 directly to the president of the institution. The president is required  
5 to deliver an annual written report on the implementation of the  
6 diversity strategic plan to the governing board of the institution.

7 The bill further directs a public institution of higher education to:

- 8 • provide annual diversity training to all faculty, staff, and students  
9 who may serve on a faculty search committee; and  
10 • require its faculty search committees to increase the number of  
11 candidates considered for faculty positions who are members of  
12 underrepresented racial and ethnic groups by such measures as are  
13 established by that institution's governing board.

14 Finally, the bill directs the Secretary of Higher Education, in  
15 collaboration with the Director of the Division on Civil Rights in  
16 the Department of Law and Public Safety to develop guidance for  
17 public institutions of higher education concerning the faculty search  
18 and selection process, in alignment with recommendations put forth  
19 in the 2020 report of the New Jersey Interagency Task Force to  
20 Combat Youth Bias. The purpose of the guidance shall be to assist  
21 institutions in identifying, recruiting, and retaining diverse faculty.