

[First Reprint]

ASSEMBLY, No. 5232

STATE OF NEW JERSEY

219th LEGISLATURE

INTRODUCED JANUARY 11, 2021

Sponsored by:

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District 20 (Union)

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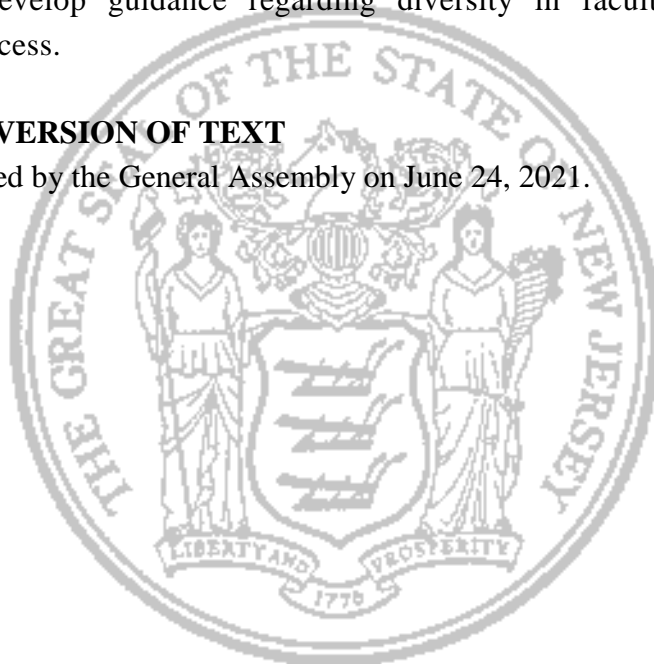
Assemblywomen Murphy, Vainieri Huttie, McKnight and Speight

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 amended by the General Assembly on June 24, 2021.



(Sponsorship Updated As Of: 12/2/2021)

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 ¹, ~~staff,~~¹ and students for each academic program
12 at 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 ¹~~that, in the case of a county college, are~~
16 ~~representative of the demographics of the county in which the~~
17 ~~college is located and, in the case of a four-year public institution of~~
18 ~~higher education, are representative of the demographics of the~~
19 ~~State~~¹;

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

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

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

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

44 b. The Secretary of Higher Education shall prepare an annual

EXPLANATION – Matter enclosed in bold-faced brackets **[thus]** in the above bill is
not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

¹Assembly floor amendments adopted June 24, 2021.

1 report containing a compilation of the data collected pursuant to
2 subsection a. of this section. The secretary shall submit the report to
3 the Governor, and to the Legislature pursuant to section 2 of P.L.1991,
4 c.164 (C.52:14-19.1), by November 15th of each year.

5
6 3. The governing board of a public institution of higher
7 education shall assign a new or existing employee to serve as a
8 ¹~~['faculty']~~ staff¹ diversity ambassador for each school and college
9 of the institution. The ¹~~['faculty']~~ staff¹ diversity ambassador shall
10 ensure the implementation of the diversity strategic plan established
11 pursuant to section 1 of this act and shall report directly to the
12 governing board of the institution.

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

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

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

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

27 b. The institution shall require its faculty search committees to
28 increase the number of candidates considered for faculty positions
29 who are members of underrepresented racial and ethnic groups by
30 such measures as are established by that institution's governing
31 board. The institution shall report annually to the Governor, and to
32 the Legislature pursuant to section 2 of P.L.1991, c.164 (C.52:14-
33 19.1), on its efforts.

34
35 5. a. The Secretary of Higher Education ¹, in collaboration
36 with the Director of the Division on Civil Rights in the Department
37 of Law and Public Safety,¹ shall develop guidance for public
38 institutions of higher education concerning the faculty search and
39 selection process ¹, in alignment with recommendations put forth in
40 the 2020 report of the New Jersey Interagency Task Force to
41 Combat Youth Bias¹. The purpose of the guidance shall be to assist
42 institutions in identifying, recruiting, and retaining diverse faculty.

43 b. The guidance developed by the secretary shall include, but
44 not be limited to, information on best practices at each stage of the
45 recruiting and hiring process such as: having an approved
46 recruitment search plan; writing broad, inclusive, and gender free
47 position descriptions and job advertisements; engaging in continual

1 networking at professional conferences, especially those where
2 women and minorities are prominently represented; being vigilant
3 for future talent; and providing dual career resources for a spouse or
4 significant other. The guidance shall also address best practices for
5 creating a vibrant, inclusive community on campus that ensures the
6 continued growth and opportunities needed to retain a diverse
7 faculty.

8

9 6. This act shall take effect immediately.