

[First Reprint]

**SENATE, No. 2793**

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**STATE OF NEW JERSEY**  
**219th LEGISLATURE**

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INTRODUCED AUGUST 3, 2020

**Sponsored by:**

**Senator M. TERESA RUIZ**

**District 29 (Essex)**

**Senator NELLIE POU**

**District 35 (Bergen and Passaic)**

**Co-Sponsored by:**

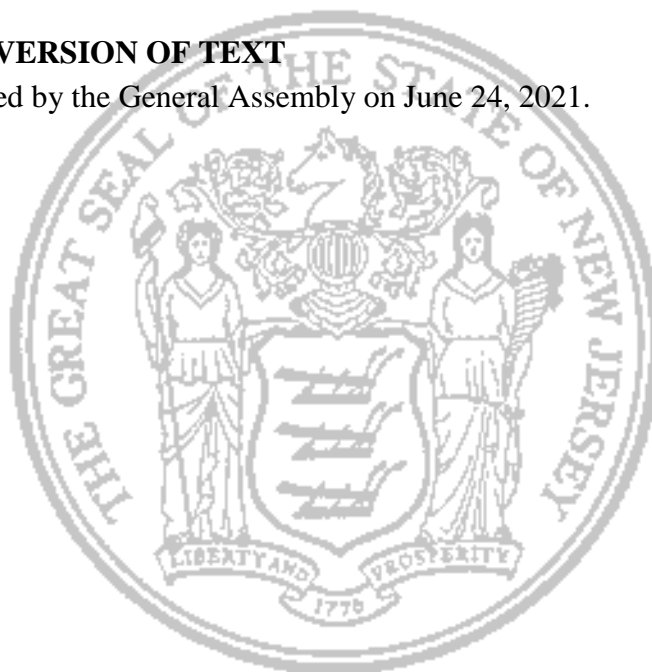
**Senators Singleton, Gopal and Turner**

**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: 6/3/2021)**

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 <sup>1</sup>, staff, <sup>1</sup> 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 <sup>1</sup>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<sup>1</sup>;

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  
45 report containing a compilation of the data collected pursuant to

**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:

<sup>1</sup>Assembly floor amendments adopted June 24, 2021.

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

4  
5 3. The governing board of a public institution of higher  
6 education shall assign a new or existing employee to serve as a  
7 <sup>1</sup>['faculty'] staff<sup>1</sup> diversity ambassador for each school and college  
8 of the institution. The <sup>1</sup>['faculty'] staff<sup>1</sup> diversity ambassador shall  
9 ensure the implementation of the diversity strategic plan established  
10 pursuant to section 1 of this act and shall report directly to the  
11 governing board of the institution.

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

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

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

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

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

33  
34 5. a. The Secretary of Higher Education <sup>1</sup>, in collaboration  
35 with the Director of the Division on Civil Rights in the Department  
36 of Law and Public Safety,<sup>1</sup> shall develop guidance for public  
37 institutions of higher education concerning the faculty search and  
38 selection process <sup>1</sup>, in alignment with recommendations put forth in  
39 the 2020 report of the New Jersey Interagency Task Force to  
40 Combat Youth Bias<sup>1</sup>. The purpose of the guidance shall be to assist  
41 institutions in identifying, recruiting, and retaining diverse faculty.

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

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

7

8 6. This act shall take effect immediately.