

MEMORANDUM

DATE: April 23, 2003

TO: Vice Presidents, Deans, Directors, Department Heads, and Equity Officers

FROM: Vicky Foxworth, Chair, President's Commission on Lesbian, Gay, Bisexual, and Transgender Issues (PCLGBTI)

Enclosed are guidelines/suggestions for the recruitment and hiring of lesbian, gay, bisexual, and transgender faculty, staff, and students prepared by the PCLGBTI.

The PCLGBTI is responsible for advising the President and others in the campus administration on issues of concern to LGBT students, faculty, and staff. The Commission's responsibilities include recommending policies and programs to ensure that the campus is sensitive to the needs of the many LGBT persons who are part of the University community.

While we are aware of the current hiring freeze, we recognize that there are exceptions and we believe this information will be helpful in any searches you do conduct. We urge you to disseminate this information to members of search committees prior to the recruitment of any new employees. As the guidelines express: "The University of Maryland community recognizes that, for many people, the term "diversity" is synonymous with racial and/or ethnic identity. Therefore, explicit reference to the lesbian, gay, bisexual, and transgender populations, as well as other marginalized groups, is important."

Please stress the importance of these guidelines to your department as you go forward with your hiring practices. If you have any questions please contact me at x55249 or Luke Jensen, Coordinator of LGBT Equity, at x58721.

Thank you for your cooperation.

Sincerely,

Vicky Foxworth, Chair
President's Commission on LGBT Issues

Cc: Dr. C. Dan Mote, Jr./President
Dr. William W. Destler/Provost
Dr. Robert E. Waters, Jr./Assoc. VP of Academic Affairs and Special Asst. to the Pres.