

# THE CONSORTIUM FOR FACULTY DIVERSITY AT LIBERAL ARTS COLLEGES

*Information for Departmental Search Committees at Wabash College*  
From the CFD Website: <https://www.gettysburg.edu/offices/provost/consortium-for-faculty-diversity/>

## Mission and Goals

Founded in 1987 with initial funding from the Mellon Foundation, the Consortium for Faculty Diversity at Liberal Arts Colleges (CFD) is committed to increasing the diversity of students, faculty members, and curricular offerings. Historically, the Consortium placed particular focus on enhancing the diversity of faculty members and students at liberal arts colleges, and encouraged Ph.D. candidates, especially those from under-represented racial and ethnic groups, to consider a career at a liberal arts college through dissertation- and post-doctoral teaching fellowships.

Today, the CFD organizes around a broader definition of “diversity,” including diversity of intellectual thought, noting that anyone can apply for CFD fellowships if they can: (1) “increase the ethnic and racial diversity” of professors at liberal arts colleges; (2) “maximize the educational benefits of diversity”; and/or (3) “increase the number of professors who can and will use diversity as a resource for enriching the education of students.” Because the member liberal arts colleges do not provide visa sponsorship for these one- or two-year positions, it is a stipulation that all applicants be U.S. citizens or permanent residents of the United States.

## CFD Applicants

To apply, candidates submit a cover letter, CV, and three confidential letters of recommendation to CFD’s Interfolio page. All member institutions have access to applicants’ dossiers on Interfolio and can search for qualified applicants.

## Using Our CFD Membership to Expand other Faculty Applicant Pools

All member institutions can send a campus representative to the CFD conference each year. Conference events are designed for campus reps to network with current Fellows, to advertise their faculty openings for the coming year, and to share hiring strategies with other campus reps.

Because we are a member institution, the CFD website links to our employment website, so candidates can easily click through to read about all employment opportunities at Wabash. Sometimes CFD candidates write to our CFD Campus Representative (Special Assistant to the President for Belonging and Community) to inquire about possible faculty positions at Wabash. When we have or anticipate a search in their field, we direct them to current or future faculty openings.

Wabash may use the CFD Interfolio database to expand the pool of applicants for our VAP and TT lines.

For VAP and TT openings, we need to contact CFD applicants (via email) to ask if they are interested in applying for a full-time faculty line. The question of whether to apply is left to the applicants, but if they apply, they enter our public applicant pool through the Wabash Employment

site and are evaluated by the Search Committee along with all the other applicants. For information on CFD applicants, please contact the Special Assistant to the President for Belonging and Community to identify qualified applicants via the Interfolio site.

## Member Institutions 2025-26

Albion • Allegheny • Amherst • Bowdoin • Bryn Mawr • Bucknell • Carleton • Claremont McKenna • Coe • Colgate • Colorado • Davidson • Denison • DePauw • Dickinson • Eckerd • Flagler • Franklin & Marshall • Gettysburg • Grinnell • Gustavus Adolphus • Hamilton • Hampden-Sydney • Haverford • Hobart & William Smith • Hollins • Holy Cross • Illinois Wesleyan • Juniata • Lafayette • Lawrence • Lycoming • Macalester • Mount Holyoke • Muhlenberg • Newman • Oberlin • Occidental • Pitzer • Pomona • Providence • Quinnipiac • Randolph-Macon • Reed • Roanoke • Saint Anselm • Scripps • Sewanee • Skidmore • Soka • St. John’s • St. Lawrence • Swarthmore • Wooster • Transylvania • Trinity • Union • Richmond • Ursinus • Vassar • Wabash • Washington & Jefferson • Washington & Lee • Wellesley • Westminster • Whitman • Wofford