Tips for Increasing Diversity in Faculty Searches

From: Effective Strategies to Diversify STEM Faculty
New Mexico State University
Faculty Actions That Promote Diversity in Recruitment

• Be proactive in recruiting — don’t wait to search.
• Invite diverse speakers to departmental seminar series (who may become future recruits).
• Develop professional contacts with doctoral students at professional meetings.
Department Chair Actions to Increase Diversity in Recruitment

- Verbalize how diverse faculty strengthen the institution, department, and program.
- Involve all faculty in broadening the pool of applicants.
- Construct a diverse search committee that is aware of unconscious bias.
- Maintain a timely search.
Construction of the Search Committee

- Include members from other departments or programs.
- Include members who come from diverse backgrounds, have diverse points of view, and recognize the significance of diversity.
- Identify other individuals or representatives from program offices to meet with candidates during campus visits to provide more information about the university and community.
Search Committee Actions to Increase Diversity—Cast a Wide Net

• Craft an advertisement with:
  ▪ Broad position description.
  ▪ Emphasis on flexible work/family balance policies.
  ▪ Emphasis on institutional commitment to diversity.

• Post ads on appropriate websites.
• Contact national organizations and alumni lists.
Search Committee Actions to Increase Diversity—Cast a Wide Net

- Be consistent in interview process.
- Use phone interviews to create a longer “short list”.
- Have women and URM candidates meet with other women and URM faculty regardless of discipline.
Search Committee Actions During File Review

- Make process transparent and minimize cognitive errors.
  - Use a matrix.
  - Insist on concrete evidence in each dimension.
  - Have each applicant’s file presented to the committee by a committee member.
- Avoid ranking early in the applicant review process.
Search Committee Actions During File Review

- Look at multiple dimensions of the job.
  - Productivity/fundability.
  - Teaching needs.
  - Possible collaborations.
  - Record on diversity.
  - Evidence of good citizenship/leadership potential.
Department Chairs’ Actions During Candidate Review

- Insist upon equal and respectful treatment during review of applicants’ packets and phone and campus interviews.
- Maintain contact with candidates on short list.
- Promote the department and the university to the candidates.
Department Chairs’ Actions During Candidate Review

• Demystify the P & T and performance evaluation processes.
• Describe support given to junior faculty, including mentoring programs, start-up packages, space, summer salary.
• Act promptly in preparing an offer.
• Work aggressively on dual career or partner-accommodation packages.
Deans’ Actions to Increase Diversity in Recruitment

• Incorporate diversity into the college’s strategic goals and objectives.
• Post relevant work/family policies on the college webpage or include in a brochure.
• Provide training for search committees in best practices, cognitive errors, institutional priorities, diversity.
Deans’ Resource Allocation Actions

- Respond promptly to department chairs negotiating a job offer.
- Facilitate institutional support for:
  - Competitive and equitable start-up packages.
  - Dual career accommodations.
- Reward chairs who use “best practices” in searching.