STRATEGIES FOR RECRUITING WOMEN FACULTY

• **What faculty members can do:**
  - Offer career advice and mentoring to doctoral and postdoctoral students.
  - Assist doctoral and postdoctoral students to compile a strong application package.
  - Keep in touch with former students finishing their academic programs elsewhere.
  - Keep in touch with colleagues at other institutions regarding their promising students.
  - Serve as “scouts” for promising future faculty candidates when attending professional meetings.
  - Treat all faculty candidates fairly and respectfully.
  - Treat female faculty respectfully as equal colleagues.
  - Be wary of unintentional thinking based on gender schemas.

• **What department chairs can do:**
  - Create an image of the department as female-friendly and feature that image in promotional materials and the department’s website.
  - Communicate with the faculty about the importance of diversity in recruiting.
  - Make departmental policies and practices transparent.
  - Encourage faculty to work with doctoral and postdoctoral students for career placement.
  - Diversify search committees.
  - Signal the importance of faculty diversity through positive statements in ads for faculty openings.
  - Evaluate and broaden efforts to publicize position openings.
  - Identify ways to limit service requirements for junior faculty.

• **What search committees can do:**
  - Be proactive in seeking out potential candidates and soliciting applications.
  - Keep position requirements as flexible as possible.
  - Be aware of unconscious biases that can come into play in evaluating candidates, and strive to overcome them.
  - Agree on evaluation criteria at the beginning of the search process, and apply these criteria equally and fairly across all candidates.
  - Be aware that the search process must also sell the university to the candidates, and make every effort to assure interviews go smoothly.
  - Treat all candidates with respect and fairness.
  - Provide information to candidates on available support services.

(Expanded from a list of strategies in To Recruit and Advance Women Students and Faculty in Science and Engineering, The National Academies Press, 2006)