Diversity in Faculty Hiring

College of Arts & Sciences
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Value of a Diverse Faculty

- Exposes students to a broad range of viewpoints and experiences, inside the classroom and out
- Prepares students for working with people from a wide range of backgrounds
- Provides an appropriate range of role models for a diverse student body
- Expands range of research and teaching interests represented in the department
- Increases collegiality for under-represented faculty
Diversifying the Search Process

1. Defining the position
2. Appointing and charging the search committee
3. Writing the position description
4. Attracting a candidate pool
5. Selecting among the candidates
6. Arranging campus interviews
7. Negotiating acceptance of an offer
Diversifying the Search Process

1. **Defining the position**

2. **Appointing and charging the search committee**
   - Engage search committees in discussion of diversity issues

3. **Writing the position description**
   - Emphasize commitment to diversity
Diversifying the Search Process

4. **Attracting a candidate pool**
   - Place the advertisement – include non-traditional outlets
   - Use personal contacts – senior faculty with a record of diversity in students & postdocs
   - Develop a network – contacts at HBCUs, Hispanic-serving universities
5. *Selecting among the candidates*

- Increasing diversity means hiring candidates who will be different from us
Diversifying the Search Process

5. *Selecting among the candidates*
   - Be open to non-traditional professional histories
   - Look for evidence that a candidate will bring diverse perspectives
   - Don’t assume that all traditional criteria are “objective”
   - Beware the seduction of “fit”
Diversifying the Search Process

6. Arranging campus interviews
   - Hospitable, engaged, knowledgeable reception always important
   - Avoid impermissible questions in interviews
   - Consider meetings with Multicultural Affairs Center, AFS, WGS, other groups as appropriate
   - Additional interviews may be possible in unusually competitive situations
Diversifying the Search Process

7. **Negotiating acceptance of an offer**
   - Responsibility of Head and Dean
   - Start-up and salary are always negotiable
   - Head or committee chair will invite discussion of spousal/partner hire
   - Do not foreclose discussion of requests – direct them to department head
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Questions?
Comments?
Suggestions?