

Best Practices in Faculty Hiring: A Conversation about Diversity and Inclusion

- Hosted by members of the College of Arts and Sciences Diversity Committee & Office of the Chancellor
- One hour to dialogue about approaches to faculty search and hiring
- Resources available at UNCG and beyond
- How can we best assist our search committees?



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Resources



- CAS Website, includes “Best Practices for Diversity and Inclusiveness in Faculty Hiring” <https://aas.uncg.edu/diversity/>
- Searching for Excellence & Diversity: A Guide for Search Committees http://wiseli.engr.wisc.edu/docs/SearchBook_Wisc.pdf
- Office of the Provost <https://provost.uncg.edu/recruiting-diverse-faculty/>
 - Recruiting Diverse Faculty handbook
 - Bias module <https://uncg.instructure.com/courses/14247>
- Chancellor’s Fellow <https://diversity-inclusion.uncg.edu/campus-resources-for-edi-excellence/>
- DiversityEDU, an online module through Canvas that offers faculty and staff skills-based development in areas of equity and diversity <https://utlc.uncg.edu/teaching/diversity-equity-and-inclusion/>
- Higher Education Excellence in Diversity Award Press Release <https://newsandfeatures.uncg.edu/excellence-in-diversity-award>
- If you are interested in being included on the diversity committee’s list of “Campus Community Ambassadors”, please email anna.nugent@uncg.edu

Conversation Starters



- What has worked well in the past searches to produce a broad and talented pool for your positions?
- What are barriers you encounter? Are these actual or perceived barriers to recruiting and hiring a candidate?
- Diversity and inclusion can require thinking about talent in new and sometime unfamiliar ways. Are criteria used to evaluate candidates multidimensional? What definition of diversity will you use?
- Student perspectives on diversity and inclusion
- Asking directly about candidate's diversity contributions

Thank you!

- Searching and hiring faculty with the best talent and key experiences is valuable and essential to foster creativity and innovation on our campus
- UNCG is a minority-serving institution and we seek to reflect diversity broadly among our students, staff and faculty
- Please contact the CAS Diversity Committee or the Chancellor's Fellow for more assistance