

ICYMI

INFORMAL DISCUSSION 1

Recruiting diverse faculty



KEY PRINCIPLE

Each person is responsible for creating changes in the direction of equity and social justice. Small moves count. Missteps are okay. Learning and change require heart, not perfection. Every individual can make intentional steps within their realms of power and privilege by using their voice.

IMPORTANCE OF FRAMING

Equity framing: Builds recruitment and retention efforts upon the philosophical foundation that lacking equity and diversity are *institutional* problems, implying the need for institutional solutions (changes).

Diversity framing: Describes recruitment and retention challenges as linked to weak pipelines. This places the definition of the problem and the point of intervention on individuals with marginalized identities, and patchwork interventions.

DISCUSSION QUESTIONS

Responding to "hire the best," pushback:

- investigate the multiple meanings of "best" to unearth potential bias
- recognize that "the best" is different for each context, and building a specific kind of environment requires a "best" option that does that

Challenges in recruitment and sustaining marginalized identity professionals:

- may be addressed through bias-identification training for hiring committees
- targeted outreach to ensure a diverse candidate pool can help
- engaging multiple stakeholders to craft the position posting can ensure the applicants recognize institutional priorities around equity

RESOURCES

Bhalla, N. (2019). Strategies to improve equity in faculty hiring. *Molecular Biology of the Cell*, 30(22), 2744-2749. Retrieved from: <https://www.molbiolcell.org/doi/10.1091/mbc.E19-08-0476>

Griffin, Kimberly D. (2021, February 18). *Structural racism, institutional transformation, and diversifying the STEM faculty*. [Video presentation, slides, Q&A Session]. SABER Series: A call to action: Striving towards inclusion in academic biology. Retrieved from https://saberbio.wildapricot.org/Diversity_Inclusion

Stewart, A.J., & Valian, V. (2018). Recruiting Diverse and Excellent New Faculty. *Inside Higher Education*. Retrieved from <https://www.insidehighered.com/advice/2018/07/19/advice-deans-department-heads-and-search-committees-recruiting-diverse-faculty>

HOMEWORK

Reflect on your context --a place where you can activate your privilege and voice to push for change--this may be a department, college, program, etc.

Use the [*APLU Includes tool*](#) to guide your reflection. (See email for details on specific area of focus this month.) Bring this to the next conversation.

OUTCOMES

In monthly discussions and "homework" participants will work through the *APLU Includes Guidebook* to recognize areas for change, action steps, and data necessary to measure and maintain accountability for faculty diversity and inclusion.