

ICYMI

INFORMAL DISCUSSION 2

Strategic Hiring Plans



KEY PRINCIPLE

An authentic commitment to diversifying faculty ranks may begin with a diversity statement - but doesn't end there. Hiring and retaining faculty with minoritized identities requires thoughtful engagement at every step of the process, from recruitment to retention, in order to ensure these faculty members are welcomed and included into the campus community.

HIRING STRATEGIES

University of California Presidential Postdoctoral Fellowship Program: Established in 1984 to encourage outstanding women and minority PhD recipients to pursue academic careers at the university of California; offers research fellowships, professional development, faculty mentoring to outstanding scholars in all fields whose research, teaching, and service will contribute to diversity and equal opportunity at UC, and provides hiring incentives to UC schools who hire fellows as full-time faculty.

Emory Biology Department: Focused on attracting as broad a pool of applicants as possible - called for a "Biologist" rather than a specific sub-field of biology, and emphasized inclusion in the call. Search committee was intentionally diverse, and included trainee members. Resulted in a very diverse group of 585 applicants

DISCUSSION QUESTIONS

- What type of public statement on diversity does your institution, school, college, or department have? What message does it send to potential faculty members?
 - Public statements varied widely among institutions; many stressed the importance of going beyond statement-making to engage in specific, innovative, and thoughtful actions
- View the Emory diversity statement rubric (http://bit.ly/emory_rubric). How could you adapt this prompt and rubric to faculty hiring at your institution?

Notes can be viewed at http://bit.ly/ID2_notes.

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>

Emory University: Rubric to Assess Diversity, Equity, and Inclusion (DEI) Statements

http://bit.ly/emory_rubric

Examples of faculty diversity statements and candidate evaluation rubrics

http://bit.ly/DEI_statements

http://bit.ly/eval_rubrics

HOMEWORK

Reflect on your institutions recruitment practices – who are you reaching? Who do you want to reach? Are you meeting folks where they are, or expecting them to come to you?

Complete the *Recruitment* portion of the APLU Institutional self-assessment questionnaire.

http://bit.ly/aplu_self_assess

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.