

Best Practices for Equity, Diversity and Inclusion for Faculty Tenure Track Searches 2021-2022

As part of the University's strategic plan, this guide is meant to help support your department's best practices for equity, diversity, and inclusion for your tenure track search in the 2021-2022 academic year.

Why focus on diversity in searches?

Beyond offering a fair and equitable hiring process, there are a number of reasons to ensure that your faculty search is effectively recruiting and fairly assessing diverse candidates:

- *Faculty of color can provide an inclusive environment for students.* Milkman and Akinola (2015) find that faculty who were asked for advice were much more likely to respond to white students than minority students.
- *Different backgrounds can yield broad ideas and increased perspectives on how to approach different issues.* Departments with a wide range of perspectives can increase the range of experiences from which to draw on how decisions are made.
- *Diverse faculty members can help (re)shape the curriculum and campus climate* (Collins et al. 2006).
- *Research demonstrates that diverse research teams are more innovative than homogenous groups* (Phillips 2014).

How can the search committee ensure an inclusive and equitable search process?

- 1) *Discuss the meaning of diversity, what it means in higher education, and how it impacts your discipline.*
- 2) *Discuss conscious and unconscious biases.* It is important to recognize that we all have biases and those biases sometimes contribute to how we approach searches (it need not be related to race, gender, or sexual orientation—for example, one might prefer a young applicant to an old applicant simply based on their perceived ability to use technology).
 - a. It may be worthwhile for search committee members to take the implicit bias test: <https://implicit.harvard.edu/implicit/>
 - b. It may also be worthwhile to review resources on implicit bias and how to overcome these biases in faculty searches:
 - i. [UCLA Implicit Bias Video Series and scholarship](#)
 - ii. [Talk by our own Dr. Alex Madva on Implicit Bias in Higher Education](#)
- 3) *Reach out for help when needed.* The Faculty Equity Liaisons are here to help answer questions and ensure a smooth yet fair and equitable search process.

How can the search committee ensure a diverse pool of applicants?

- 1) *Attend professional conferences and meet/interview prospective candidates.* Be sure to do so in a welcoming yet public and professional environment.
- 2) *Advertise the job ad in multiple spaces.* Send the job ad out on multiple list-serves. Many organizations have list-serves that are dedicated to speaking to minority, gender, or sexual identity issues within the discipline. If allowed, share your job ad in these list-serves. Professional social networking such as LinkedIn can also be effective and often have women and minority subgroups.
- 3) *Reach out directly to graduate directors, especially at minority serving institutions and historically black colleges.*

How can the search committee write an inclusive and equitable job ad?

- 1) *Make sure the job ad is written with reasonable expectations.* Research demonstrates that minority candidates apply for fewer jobs when they perceive that they do not fit all of the criteria (often related to “imposter syndrome” where candidates believe themselves to be less qualified than they actually are).
- 2) *Talk about CPP’s commitment to diversity and inclusion*—this can be as simple as talking about the university’s strategic plan, the CSU’s Area F component, or other areas of commitment.
- 3) *Talk about the CPP student body (and your major’s student body).* What does it look like? Why would a diverse candidate be at home in your department?