

# STRATEGIES FOR RECRUITING UNDERREPRESENTED FACULTY

*Resource Page #4*

## What faculty members can do:

- Offer career advice and mentoring to doctoral and postdoctoral students.
- Assist doctoral and postdoctoral students with compiling a strong application package.
- Keep in touch with former students finishing their academic programs elsewhere.
- Keep in touch with colleagues at other institutions regarding their promising students.
- Serve as “scouts” for promising future faculty candidates when attending professional meetings.
- Treat underrepresented faculty respectfully as equal colleagues.
- Be wary of unintentional thinking based on schemas for gender, racial, ethnic, or other social identities.

## What department chairs can do:

- Create a department culture that is committed to diversity and features diverse images in promotional materials and the department’s website.
- Communicate with the faculty about the importance of diversity in recruiting.
- Make departmental policies and practices transparent.
- Encourage faculty to work with doctoral and postdoctoral students for career placement.
- Diversify search committees.
- Signal the importance of faculty diversity through positive statements in ads for faculty openings.
- Evaluate and broaden efforts to publicize position openings.
- Identify ways to limit service requirements for junior faculty.

## What search committees can do:

- Be proactive in seeking out potential candidates and soliciting applications.
- Keep position requirements as flexible as possible.
- Be aware of unconscious biases that can come into play in evaluating a candidate and strive to overcome them.
- Agree on evaluation criteria at the beginning of the search process and apply these criteria equally and fairly across all candidate.
- Be aware that the search process must also sell the university to the candidates and make every effort to assure interviews go smoothly.
- Treat all candidates with respect.
- Provide information to candidates on available support services.