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.