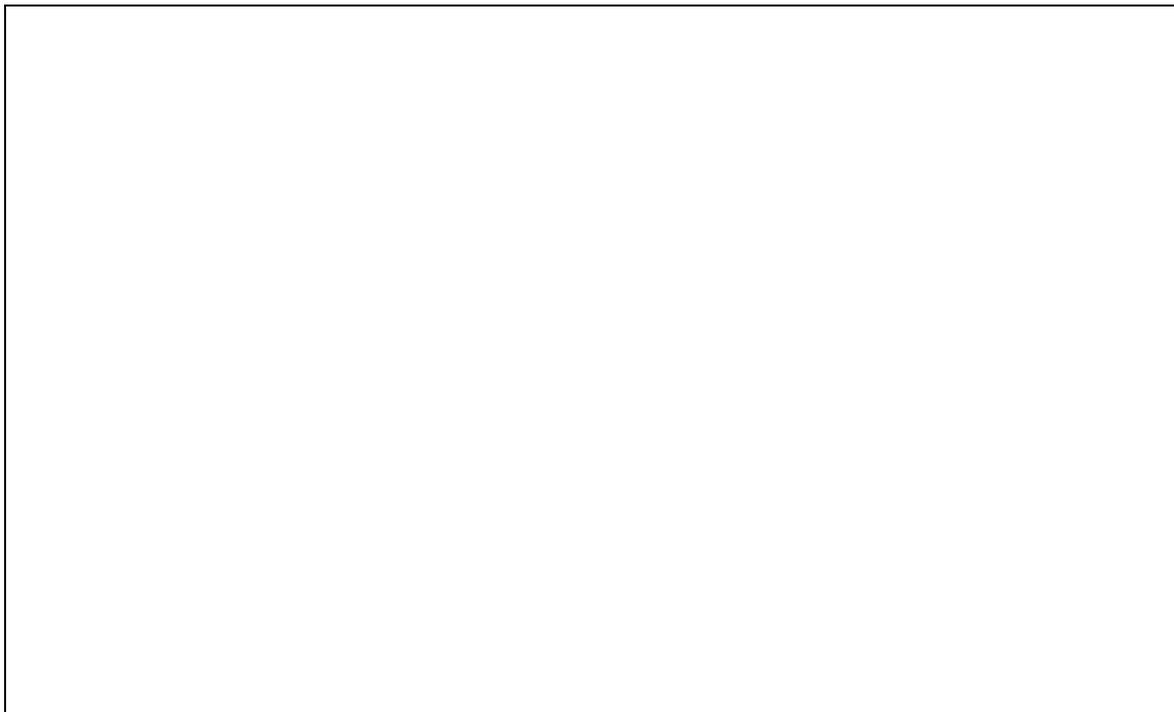


Hiring for 2050: Building a Diverse Faculty Part I: The Silent Phase

ACTIVITY 1

Department strategic planning: Assign a question to each team member to brainstorm. Then, share your ideas as a team.

1. What areas of study within your discipline are likely to grow and be most resilient over time? Give specific consideration to scholarship from the vantage point of marginalized populations.
2. Who are you educating now? Who will you be educating in 10 years? 20 years? How will your department's offerings be most responsive to and effective for these students?
3. What are your goals for your majors? How will your major requirements evolve to reflect the changing demographics of your students and the broadening foci/lenses of your discipline?
4. What are your goals for the non-majors who take courses or participate in your programs? How might your introductory courses reflect the evolving foci/lenses within your discipline?

A large, empty rectangular box with a thin black border, intended for students to write their brainstorming notes in response to the four questions listed above.

ACTIVITY 2

Create an expansion vision for the position:

Outline the position as broadly as possible. How far can you stretch for a great candidate? How might you adjust future positions to accommodate particular candidates in this search?

How will you structure mentoring your new hire as an important and valued department responsibility? Who will mentor and how will they receive credit?

What other investments is your department prepared to make for your new hire?

ACTIVITY 3

With your partner make a list of examples of unconscious bias that may affect search committee members' impressions of potential candidates. How are these "coded" as strictly professional concerns? If you have time, think of mechanisms you could use during discussions to identify and correct for unconscious bias.

ACTIVITY 4

Describe to your partner all the reasons that you can think of that makes hiring underrepresented minorities particularly difficult in your discipline. *State a discipline in which you think it would be easier.*

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ACTIVITY 5

List every avenue that you can pursue to identify potential candidates for your position. Be specific. Who will contact whom? Who will follow up on leads? Who will keep the database and remind people of their commitments?

Graduate Programs

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Postdocs/Fellowships/Industry

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Conferences

--

Professional Development Programs for Underrepresented Groups

--

Professional Associations

--

Personal Connections

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Your goal is to have 20 names of candidates from underrepresented groups to invite to apply when the search goes public.

ACTIVITY 6

Write a rough draft of a job ad that is worded as broadly as possible while meeting the department or program's needs. The ad should require a statement on how the applicant will contribute to the college's commitment to diversity and inclusion, including applicant's knowledge of and experience with inclusive pedagogical practices in classroom teaching, advising, and mentoring.

Part 2: Guide to Best Practices in Inclusive Search

Procedures

Activity I

Make a preliminary list of “essential” and “highly desirable” criteria for the position for which you are searching for this year.

Essential Criteria	Highly Desirable Criteria

Activity II

Individual strategies for avoiding implicit bias	Collective strategies for avoiding implicit bias

Activity III

Make a brief list of appropriate and inappropriate interview questions.

Appropriate Questions	Inappropriate Questions

Activity VI

With your partner, outline a useful rubric for feedback on candidate interviews and talks.

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Activity V

Write down the *very next step*, no matter how small, that you will take to implement four of the strategies presented today.

Strategy 1: Next Step

Strategy 2: Next Step

Strategy 3: Next Step

Strategy 4: Next Step