

Trainings Required for Search Committees

HR Search Committee Training (required for all): Faculty serving on search committees, at minimum, should complete the annual, online [HR Search Committee Training](#) located at the top of HR's website. Upon completion, you'll receive a digital confirmation for your records. This module will help you design and conduct a legal and effective search.

ATHENA STRIDE (required for some but encouraged for all): These trainings accompany the [STRIDE Handbook](#), developed by the Strategies and Tactics for Recruiting to Improve Diversity and Excellence (STRIDE) Committee, which describes best practices to aid in the promotion of diversity, equity, and inclusion across each stage of the faculty search process to produce diverse candidate pools, run effective searches, and attract and choose the best candidates.

The provost is requiring **all faculty search committee chairs** and **all dean search committee members** to complete STRIDE training in addition to the HR Search Training. Other search committee members are strongly encouraged to attend the STRIDE training as well. Faculty should check with their unit contacts to determine if there are additional requirements for their search committees at the college or department level. ***Please note: The HR Search Training cannot be replaced by the STRIDE Training.***

In addition to the STRIDE training, search committees are encouraged to request an Equity Process Advocate (EPA), which is a representative from the STRIDE Committee who will participate in three of the search committee meetings as described below, and where they may provide input on the process:

- An early-stage meeting to review the search advertisement draft, the planned advertisement posting venues before posting the advertisement, the planned evaluation rubric, and to provide general equitable search process guidelines and tools.
- A mid-stage meeting after the candidate pool has been filled.
- A final debriefing meeting with the search committee and hiring officer at the end of the search to provide debriefing data about the search pool aggregate demographic composition at the different stages. (Described in Sec. VII)

Search committees can request an EPA here: [STRIDE Intake Form](#)

We are also excited to announce an additional resource for faculty searches – The REGISTRY. The [National Registry of Diverse & Strategic Faculty \(The REGISTRY\)](#) connects institutions of higher education with diverse faculty candidates. The REGISTRY is the premier national database of diverse & strategic faculty sponsored by a major university. The REGISTRY is committed to connecting the most diverse and qualified pool of candidates to colleges and universities around the country.

The REGISTRY boasts [Subscribing Institutions](#) from all over the United States. The Institutions subscribe to The REGISTRY to search for qualified and diverse candidates, as well as to post open faculty positions. For assistance with posting job descriptions on The REGISTRY, please reach out to Kimberly Goughler at Kimberly.goughler@louisville.edu.