



# Advancing Racial Diversity in Faculty Hiring

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Partner Intensive Workbook

# Applications: Widening Applicant Pools

Select one top-priority tactic:



## 1. Future Faculty Cultivation Events

*Invite PhD candidates from peer institutions and BIPOC-serving institutions to participate in workshops on campus, build a network, and get to know your institution.*

**Notes:**

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## 2. Year-Round Hiring

*Extend hiring timelines so that hiring committees can continue a search until a diverse pool of candidates has submitted applications.*

**Notes:**

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## 3. Proactive Candidate Sourcing and Outreach

*Use publicly available information such as conference proceedings and journal publications to build a list of promising candidates to outreach at the start of future searches.*

**Notes:**

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# Applications: Widening Applicant Pools (cont.)

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## 4. Inclusive Job Descriptions



*Ensure job postings are broadly-defined to bring in a wider pool of candidates. Include opportunities for interdisciplinary collaboration.*

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**Notes:**

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## 5. Candidate-Friendly Website



*Create a job application portal specifically for faculty that highlights DEIJ efforts, with information about the benefits of working at your institution and living in your community.*

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**Notes:**

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# Interviews: Avoiding Bias in Evaluations

Select one top-priority tactic:



## 6. DEIJ Search Plan

*Develop a search plan at the beginning of a search, including setting diversity targets that committees will hold themselves accountable to.*

**Notes:**

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## 7. Elevated Diversity Statements

*Review candidates' diversity statements before other materials. Develop a rubric that rewards specific actions taken to improve DEIJ.*

**Notes:**

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## 8. Equitable Interviewing

*Blind identifying information during first-round CV reviews, utilize phone and video interviews, and discuss candidates' contributions to DEIJ goals in interviews.*

**Notes:**

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# Interviews: Avoiding Bias in Evaluations (cont.)

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## 9. Candidate Evaluation Rubric



*Use an agreed-upon rubric to ensure all committee members evaluate candidates by the same standards. Evaluate candidates independently before discussing as a group.*

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**Notes:**

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## 10. Candidate Concierge



*Designate a candidate concierge to develop a personalized schedule for the on-campus interview day that frontloads resources and helps top candidates feel individually welcomed.*

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**Notes:**

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## 11. Search DEIJ Liaison



*Provide DEIJ and bias training to individuals who can support search committees in setting diversity goals, avoiding bias in interviews, and answering candidate questions about DEIJ.*

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**Notes:**

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# Early-Career Support: Provide Structured Onboarding and Mentorship

Select one top-priority tactic:



## 12. Confidential Candidate Advisor

Select a non-voting committee member to confidentially answer sensitive candidate questions about benefits and resources at the offer stage.

### Notes:

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## 13. Differentiated Mentor Roles

Give new faculty hires access to multiple types of mentorship, including out-of-department mentors who can confidentially discuss career questions and departmental culture challenges.

### Notes:

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## 14. Scaffolded Mentorship Programs

Set clear expectations for mentorship programs, including agreed-upon meeting cadence, desired outcomes, and recommended discussion topics for mentors and mentees.

### Notes:

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# Early-Career Support: Provide Structured Onboarding and Mentorship (cont.)

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## 15. Career Advancement Cohorts



*Create cohort programs that give BIPOC faculty access to senior leaders and share information about navigating the tenure process.*

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**Notes:**

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