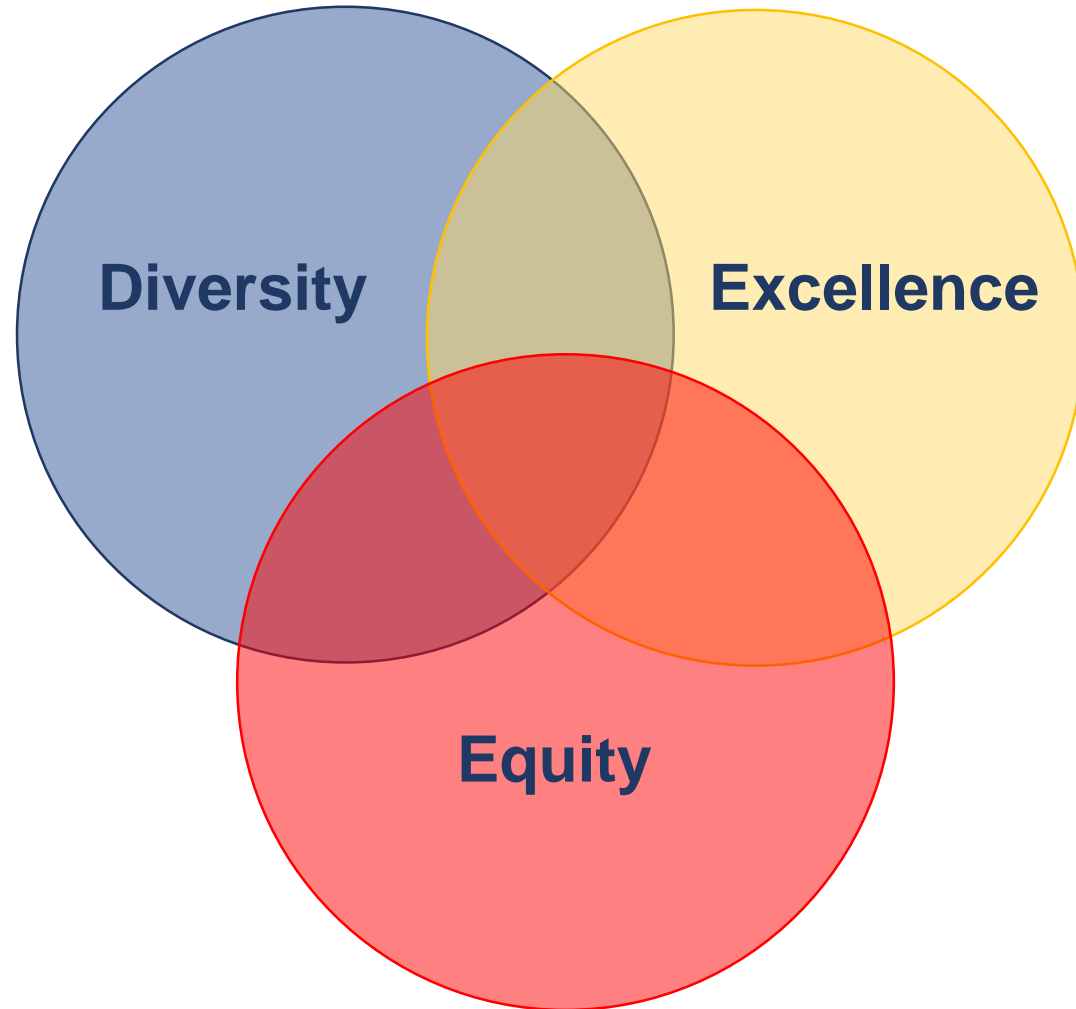


Excellence through Diversity in Faculty Hiring



Charge:

Develop best practices to hire excellent, diverse faculty through an equitable search process.

Committee Members

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Motivation

No best practices document for faculty hiring exists in COS.

Many groups are under-represented across Georgia Tech faculty, especially in STEM units.

Effects of well-documented biases can be minimized through explicit consideration of diversity and equity throughout the faculty search process.

Resources consulted for best practices in faculty hiring

[University of Michigan](#) – ADVANCE Program

[Stanford University](#) – Provost Office

Within Georgia Tech:

[College of Engineering](#) (2014), recently updated

Within COS:

Earth and Atmospheric Sciences

Key Recommendations

1) Establish criteria for evaluation of candidates before ad is posted, ensuring that diversity is represented in search criteria

2) Design strategy to actively recruit a diverse pool (utilizing STEM diversity listservs, etc); benchmark applicant pool against professional society wrt gender, race/ethnicity of new PhDs

e.g. American Geophysical Union is 45% women for ages 20-30

Key Recommendations (cont)

3) At every evaluation point (letter requests, short list formation, candidate selection) establish a rubric for scoring candidates against initial search criteria

4) Strive for a diverse short list, consider adding extra slot(s) if short list does not reflect diversity of applicant pool.

Key Recommendations (cont)

5) In establishing hiring recommendations, search committee votes by secret ballot for:

- i) candidates ranked above the bar for a faculty hire
- ii) top three candidates ranked in order of preference.

6) Report to Chair includes

- i) top candidate rankings & justification
- ii) assessment of strength & weaknesses of top diversity candidate(s)
- iii) recommendations for modifications to improve promotion of diversity & equity in future searches

Timeline

November – first meeting of committee

February – first draft of recommendations

March – collect feedback from COS faculty

April – revise recommendations

May – present to Dean's Office for feedback

June – finalize best practices & draft final documents

August – introduce best practices to new search committees (in person presentations, Q&A)