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)