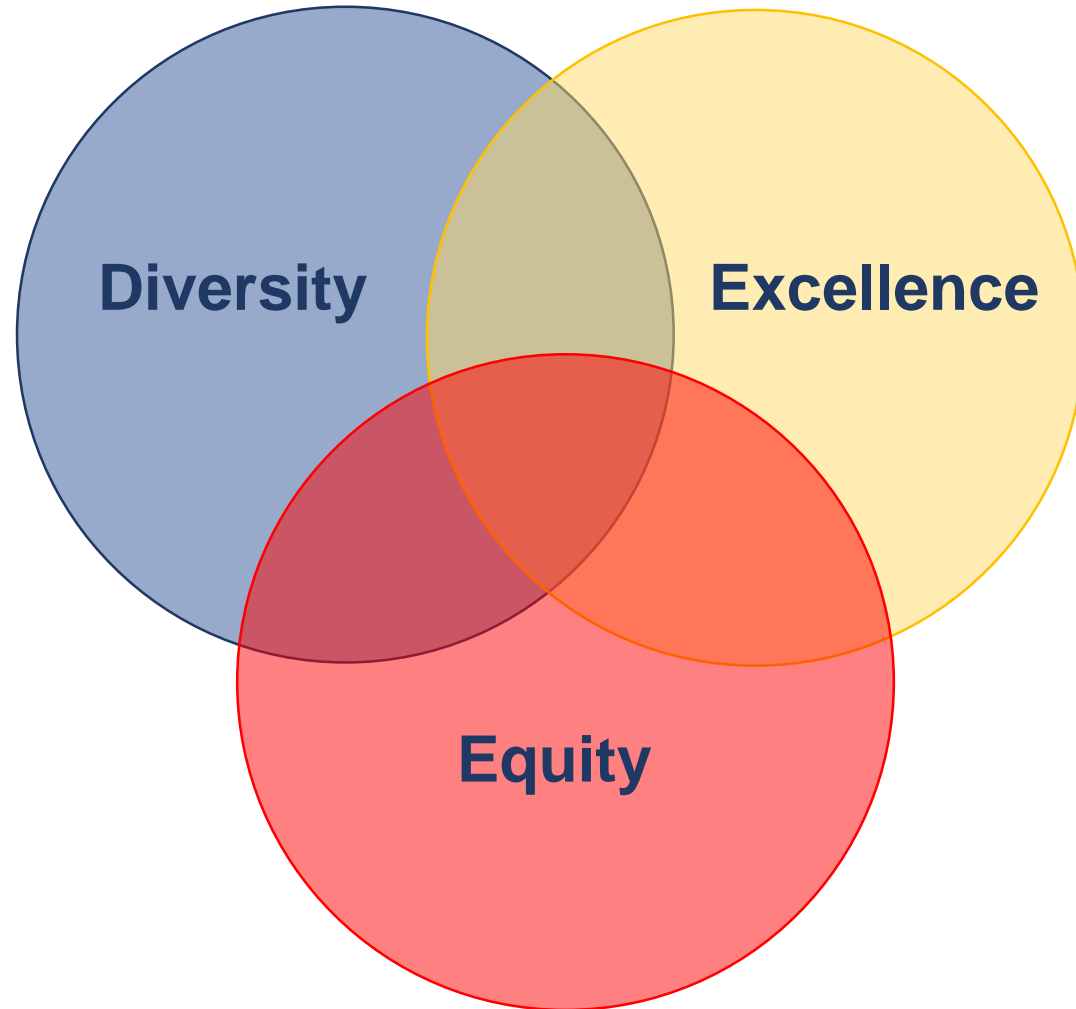


# Excellence through Diversity in Faculty Hiring



## Charge:

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

# Committee Members

Kim Cobb (EAS), Chair  
Carlos Silva Acuña (PHYSICS)  
Richard Catambrone (PSYCH)  
Wendy Kelly (CHEM)  
Jean Lynch-Stieglitz (EAS)  
Pablo Laguna (PHYSICS)  
Martin Mourigal (PHYSICS)  
Raphael Rosenzweig (SOB)  
Matt Torres (SOB)  
Paul Verhaeghen (PSYCH)  
Rodney Weber (EAS)  
Howard Weiss (MATH)

# 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)