



# **8 WAYS TO IMPROVE DIVERSITY IN FACULTY HIRING**

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**Wednesday, November 18, 2020 "Call for Leadership" ASJMC**

# Diversity/Inclusion/Equity/Belonging

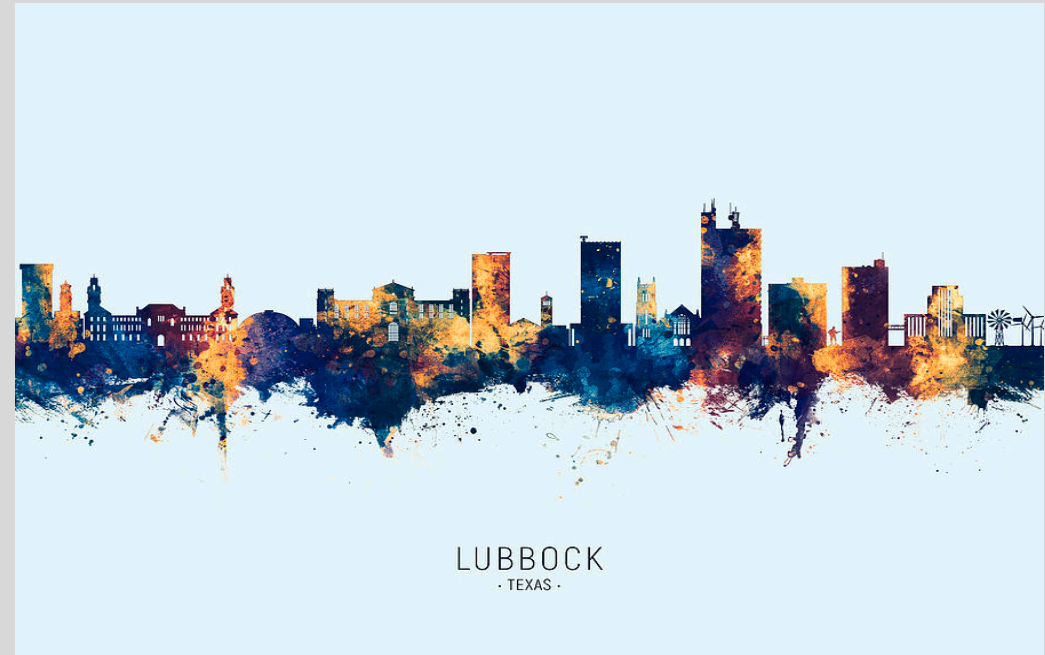
- **What we are talking about**
- **Why it matters**
- **A story from the past, present and future**
- **Higher education must act – walk the talk**
- **Students, faculty, staff, alumni and all constituents are watching.**

# 1. Identify prospects and build your inclusive brand ahead of time

Washington, DC



Lubbock, TX



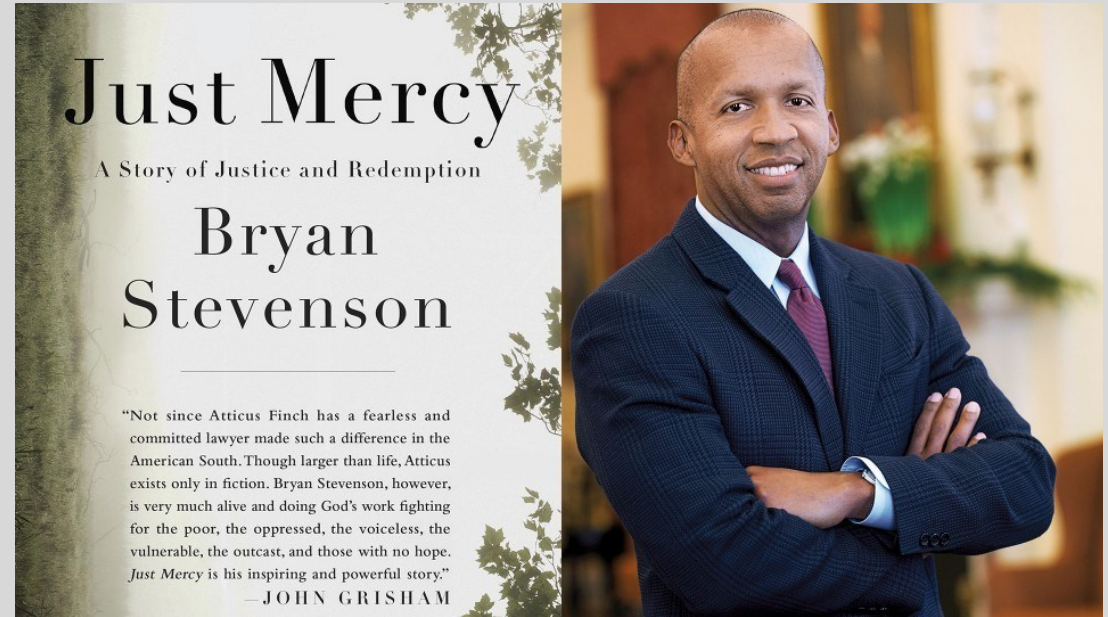
## 2. Know what's appealing about you



### 3. Encourage hiring committees to recruit — not just “open and advertise”



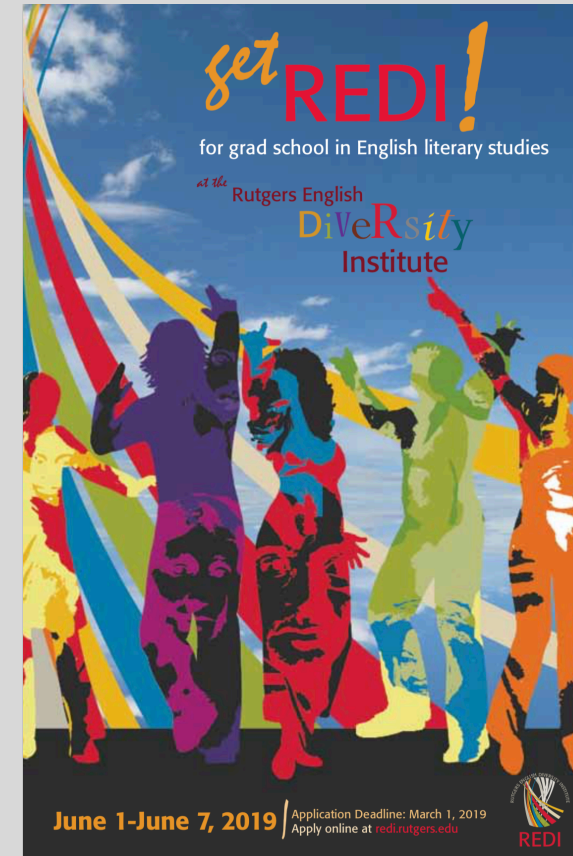
## 4. Widen your assumptions about the meaning of “qualified”



# 5. Enlist allies to promote your search

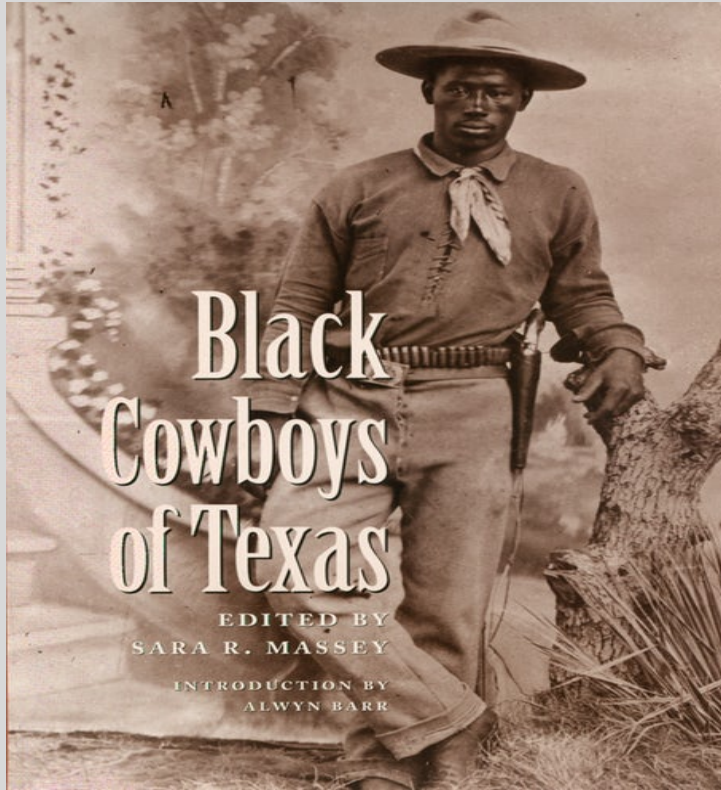


## 6. Rethink the role of students in searches





# 7. Redefine the notion of “fit”



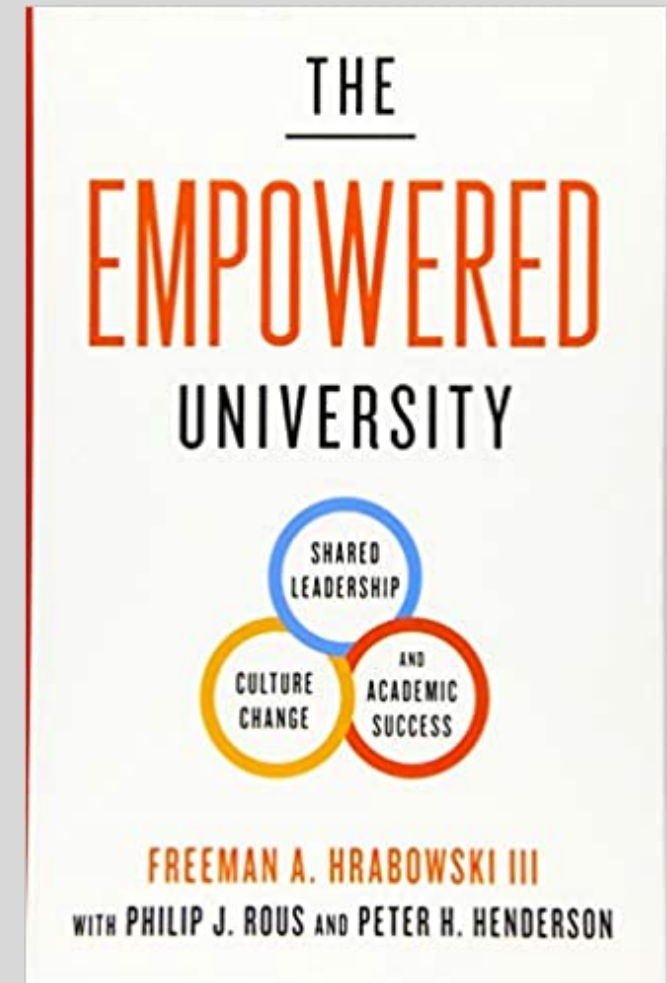
# 8. Lay out the path to long-term success and not just the start-up package



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# Keep the conversation going

“A big part of my work has been committed to really looking in the mirror as an institution,” says **Shirley M. Collado, president of Ithaca College**. “And making sure that we are not only better at representing the lived experiences of our students, but really walking the walk around our values of equity, not just diversity and inclusion (DEI).”



# Further Readings

8 Practical, Sustainable Steps to a Diverse Faculty: The best practices for increasing the racial and ethnic diversity of your faculty are neither mysterious nor terrifically expensive

- <https://www.chronicle.com/article/8-practical-sustainable-steps-to-a-diverse-faculty>

Hrabowski: Reversing Structural Racism at Higher Ed Institutions Starts with Equity

- <https://diverseeducation.com/article/195739/>

Harvard's Promise to Hire Ethnic Studies Faculty Prompts Cynicism

- [https://diverseeducation.com/article/196517/?utm\\_campaign=DIV20%20DAILY%20NOV.%2016&utm\\_medium=email&utm\\_source=Eloqua](https://diverseeducation.com/article/196517/?utm_campaign=DIV20%20DAILY%20NOV.%2016&utm_medium=email&utm_source=Eloqua)

How a Search Committee Can Be the Arbiter of Diversity: The old ways of running administrative searches haven't exactly produced the diverse pool of leaders that higher education claims to want.

- <https://www.chronicle.com/article/how-a-search-committee-can-be-the-arbiter-of-diversity>

Diversity without Dollars: You think you can't afford to transform your faculty? the University of Houston begs to differ.

- <https://www.chronicle.com/article/diversity-without-dollars>

Race and Ethnicity in Higher Education

- <https://www.equityinhighered.org/resources/report-downloads/>