



Designing Academic Hiring Strategy to Meet Faculty Diversity Goals

Meet the Research Team



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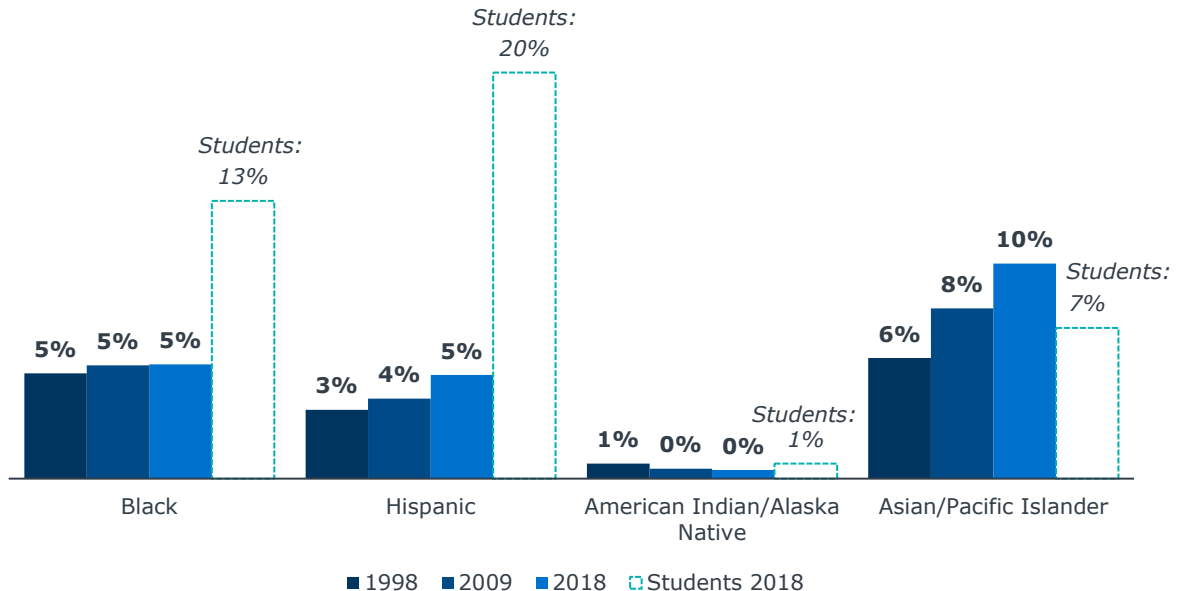
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Not Enough Progress on Faculty Racial Equity

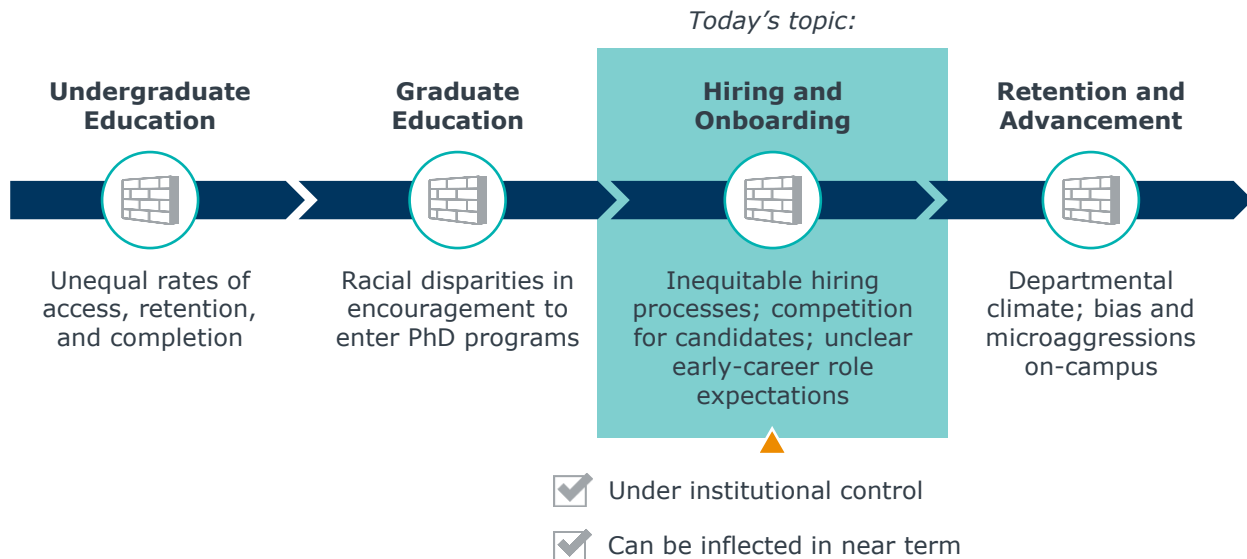
Faculty Demographics Slow to Change and Lag Behind Student Diversity

Percentage of Full-Time Faculty by Race and Ethnicity, 1998-2018 and Percentage of Students by Race and Ethnicity, 2018



Source: NCES IPEDS Digest 2001, Table 231; Digest 2010 Table 260; Digest 2019 Table 315.20 and Table 306.20; EAB interviews and analysis.

Our Focus for Today's Session

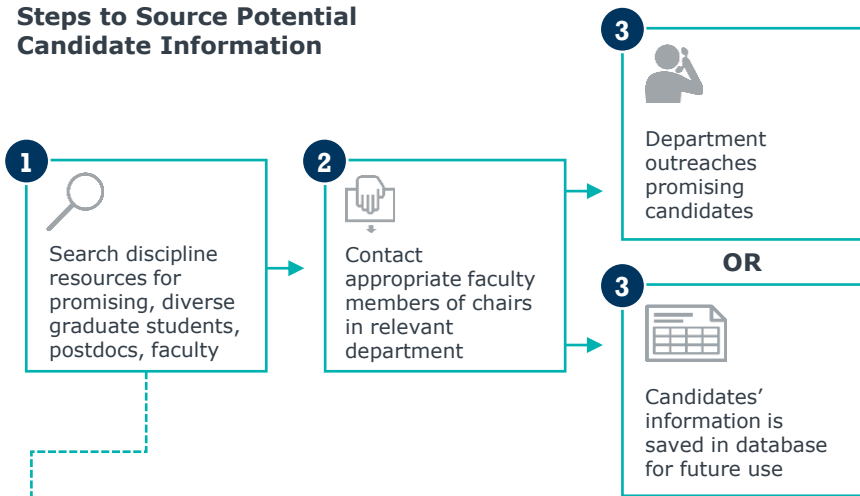




Don't Wait for Candidates to Come to You

Build and Outreach Prospect Database Using Open-Access Sources

Steps to Source Potential Candidate Information



How Provosts' Offices can Help

- ▶ Dedicate a portion of staff time to scouring sources for strong potential candidates
- ▶ Compile data to help committee set diversity targets for outreach
- ▶ Remind committee to outreach prospect list

Possible Sources of Candidate Names



Conference proceedings



Academic journals



Department websites



Grant recipient lists



Postdocs and fellowships

The Job Portal as Marketing Document

Use Webpage to Highlight the Best Features of Institution and Community

PROSPECTIVE FACULTY

Furman University is a selective private liberal arts and sciences college committed to helping students develop intellectually, personally, and experientially and to providing the practical skills necessary to succeed in a rapidly changing world.

Furman's success relies on the support of our faculty. If you have questions about joining our faculty, please contact us.

Diversity at Furman

At Furman, we embrace meaningful diversity and equality as one of our core values and explicit goals of our endeavors. As a university in the South, we are committed to supporting students, faculty, and staff from every walk of life.

JOIN WITH US

Greenville, South Carolina

Learn more about Greenville:

Greenville Accolades

Good news about Greenville spreads fast. Based on the "Best," "Hottest," "Top," and "Coolest" lists Greenville makes the latest accolades.

GREENVILLE ACCOLADES

Exploring Greenville

Spend just a few days in Greenville experiencing a startup culture with a touch of southern hospitality, and it's easy to see why people want to learn and live in Greenville.

LEARN MORE ABOUT GREENVILLE



Job webpage specifically for prospective faculty

Prominently features diversity efforts and goals

Helps candidates envision living in local community

Build Candidate Support into Hiring Committees



Three Faculty Roles to Further Inclusivity and Sense of Belonging

Support for committees



Search Advocate

- Supports committees in developing search plan and setting DEIJ goals
- Trained to flag potential bias during searches

Support for candidates



Candidate Concierge

- Spends 3-4 hours researching candidates' background and interests
- Gives personalized tour of campus and community



Work-Life Liaison

- Meets with candidates separately from interview
- Confidentially answers questions about work-life balance, benefits, and institutional culture
- Does not have input into hiring decision



Embedding DEIJ in Tenure Pathways

Two Approaches to Adapting Faculty Evaluation to Recognize Diversity

Defining Research Evaluation Standards More Inclusively

Emerging strategy: Creating Alternative Pathways to Tenure?



“The Committee will recognize that Indigenous candidates may work either in a conventional academic tradition [or] a dual academic tradition that **combines conventional academic and traditional Indigenous approaches** to research.”



“Starting in 2022 [scholars] will have another option for tenure and promotion: the **“balanced-integrative case” for excellence in DEI**. To be promoted based on this standard, candidates must demonstrate excellence “across an array of integrated scholarly activities aligned with diversity, equity and inclusion.”



Is your institution considering changes to promotion and tenure? Let us know in the **poll**.

Faculty DEIJ Resources from EAB

Share BIPOC Faculty Recruitment Practices with Your Hiring Committees

Instilling Equity and Inclusion in Departmental Practices

Research Study & Diagnostics



- [See detailed best practice profiles and examples](#)
- Identify equity gaps in faculty hiring strategy

Faculty Search Committee Launch Kit

Online Resource Center



- [Download templates, checklists, and guidelines](#) to help hiring committees jumpstart inclusive and equitable searches

Advancing Racial Diversity in Faculty Hiring

Workshop



- Convene hiring committees and faculty leaders for training and discussion on hiring best practice

Candidate Experience Web Audit

Audit Service



- Get EAB's feedback on websites and faculty job descriptions
- Prioritize opportunities to reduce bias and improve equity



Still working on creating your candidate website? [See EAB's example website and 10 Tips to Make Your Faculty Recruitment Website More Candidate Friendly](#)





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