

Recommendations for Recruiting and Hiring More Diverse Faculty Members

It is important to clearly establish within each unit why diversity among the faculty is desirable, and to work to create a culture that values and promotes diversity in order to attract new faculty that better represent our student population and our nation's citizens:

- Diverse faculty contribute to greater productivity, creativity, and innovation;
- Diversity and excellence are compatible goals that contribute to a dynamic intellectual community.

In addition to deliberate attention to good practices in the hiring process, academic units should “recruit for diversity all the time” – inviting women and under-represented minorities (URM) speakers to regular seminar series with an eye toward potential contacts for future colleagues, in unit members' interactions with women and URM at professional meetings, and in constant “salesmanship” of the unit that includes a strong message about commitment to diversity.

The attached table of recommendations for academic searches is condensed from useful sources listed here:

ADVANCE Handbook for Faculty Searches and Hiring. University of Michigan. Found at:
<http://sitemaker.umich.edu/advance>.

Benefits and Challenges of Diversity. Women in Science and Engineering Leadership Institute, University of Wisconsin-Madison. Found at:
http://wiseli.engr.wisc.edu/initiatives/climate/workshops_deptchairs.html

Effective Strategies to Diversify STEM Faculty. New Mexico State University. Found at:
<http://diversefaculty.nmsu.edu>

Searching for Excellence and Diversity: A Guide for Search Committee Chairs. Women in Science and Engineering Leadership Institute, University of Wisconsin-Madison. Found at:
http://wiseli.engr.wisc.edu/initiatives/hiring/training_hiring.html

Examples of language identifying diversity as a goal that may be appropriate for position announcements include:

- “The department is especially interested in qualified candidates who may contribute through their research, teaching or service to the diversity and excellence of the academic community”,
- “The university is responsive to the needs of dual-career couples”,
- “Women, minorities, individuals with disabilities and veterans are encouraged to apply”,
- and/or
- “Iowa State University is an NSF-ADVANCE Institution committed to hiring and promoting a diverse faculty”.

Iowa State's program for supporting dual-career couples can be found at:
<http://www.provost.iastate.edu/fad/Recruit-Retain%20funding%2010-10-07.pdf>