Strategies for Equitable Faculty Searches - Infographic

ADVANCE IT North Carolina Agricultural and Technical State University

Follow this and additional works at: https://digital.library.ncat.edu/advanceit_infographics

Recommended Citation
ADVANCE IT North Carolina Agricultural and Technical State University, "Strategies for Equitable Faculty Searches - Infographic" (2021). Infographics and Handouts. 2.
https://digital.library.ncat.edu/advanceit_infographics/2
Strategies for Equitable Faculty Searches

To increase the diversity of applicants for faculty positions in ALL disciplines.

**DO**
- Define the position in broad terms to increase attracted applicants.
- Provide cues of belonging by listing openness to alternative approaches.
- Search actively and broadly at conferences & through institutions with diverse student bodies.
- Recognize the impact of expressed institutional values.

**DO NOT**
- Use excessively narrow terms because applicants may select themselves out of applying.
- Use gendered language (i.e. replace he/she with candidate) or hierarchical language (i.e. replace dominant with excellent).
- Use only conventional outlets to advertise positions.
- Neglect to highlight the university’s commitment to diversity and inclusion.

Effective Search Procedures and Practices

- Identify candidates who are different from existing faculty.
- Reach out to colleagues mentoring doctoral students underrepresented in your disciplines.
- Compose a diverse committee to provide a range of perspectives.
- Train committee members to evaluate their biases.