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THE PERFECT FIT: Fostering Equity, Inclusion and Transparency in Faculty Hiring Decisions

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THE PERFECT FIT

*Fostering Equity, Inclusion
and Transparency in Faculty
Hiring Decisions*

ADVANCE
IT
North Carolina A&T State University



Goals

- To examine biases in self and others.
- To discuss how biases can impact the outcome of the search process.
- To identify best practices for fostering equity and transparency in search and hiring practices.

Sequence



- Introduction
- Video
- Reactions: Breakouts
- Discussion
- Strategies: Breakouts
- Discussion
- Takeaways/Closing

Keep in Mind



NOTES ABOUT THE SKETCH:

- Research based
- Focused on dynamics, not on process differences between your department and the department portrayed in the video.
- Stylized epilogue (“Fit”)

Setting



- Final stage of the search committee, following campus visits.
- The committee is meeting to discuss candidate pros and cons and submit a recommendation.

Characters



- GREGORY, Full Professor
- VERONICA, Associate Professor
- SHANE, Assistant Professor
- MIKA, Associate Professor
- MARC, Full Professor

As You Watch

Take note of the moments, dynamics, and issues.

e.g., Character dynamics, moments of bias, etc.



Reactions: Breakouts



In pairs, discuss the moments, situations, and dynamics that stood out to you.

Discussion

What were the key points from your discussion?



Strategies: Breakouts



1. What can you do directly or indirectly to facilitate a more equitable and productive committee meeting?
2. Imagine you can go back in time to the moment before this search committee was formed: what can you do to assure a more equitable, clear, and productive search process?

Strategies: Discussion



1. What can you do directly or indirectly to facilitate a more equitable and productive committee meeting?
2. Imagine you can go back in time to the moment before this search committee was formed: what can you do to assure a more equitable, clear, and productive search process?



Wrap up/Closing

1. Consider group dynamics, including rank, status, personalities, etc.
2. Consider individuals who are knowledgeable about the possibility of implicit biases emerging.
3. Document the procedures used to maximize the diversity of the applicant pool, the fairness of procedures, and outcomes.



ADVANCE Institutional Transformation Project, 2022

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