

Recruiting and Hiring for Diversity

Best Practices for Hiring Diverse Faculty

Time required: 45 min

Does your academic unit want to increase the likelihood that you will hire a colleague who expands the existing diversity in your area? This presentation explains the value of diversifying faculty. We discuss how to design and execute a faculty search beginning with writing the advertisement and concluding with evaluating the candidates who have been interviewed for the position. Participants review best practices for a faculty search and discuss how to customize for their academic unit.

Learning Outcomes

Articulate an argument for the benefits of diversifying faculty.

Learn the best practices to minimize bias while conducting a job search.

Receive a toolkit of tips to use during the search process.

Avoiding Implicit Bias in Faculty Hiring

Time required: 45 min

Does your academic unit want to learn more about how implicit bias may affect the hiring process? After reviewing basic information on implicit bias, participants will discuss a series of case studies to practice identifying and addressing implicit bias in the context of hiring. The content of the case studies may be modified to fit the needs of your academic unit.

Learning Outcomes

Define implicit bias

Practice identifying bias in the search process

Practice overcoming bias in the search process

Hiring for Diversity and Mission

Time required: 2 hours

Do your faculty want to come to a shared understanding of how you define mission and diversity in your academic unit? This interactive workshop articulates the meaning of diversity and Loyola's mission. Participants consider how bias and tradition may affect the hiring process and develop a plan for conducting their hire to attain their goals.

Learning outcomes

Articulate how diversity is central to achieving mission.

Articulate how your academic unit has historically integrated mission and diversity into the hiring process.

Define what mission and diversity means to you and your academic unit.

Identify required content for ads, review procedures for creating the short list, conducting interviews, making an offer.

Recruiting Diverse Faculty and Graduate Students

Time required: 30 min

Learning outcomes

Articulate a definition of diversity

Identify practical ways to build the pipeline of potential faculty and students

Identify ways to communicate a diversity philosophy to potential faculty and students

Evaluate procedures used to review applicants