Guide to Diversifying Faculty Searches

Identifying Diverse Talent, Marketing Strategies, and Leveraging Networks

Introduction

Once the search has been approved, the job announcements are automatically uploaded to the New England Higher Education Recruitment Consortium. Departments must be strategic when identifying additional advertising sources with which they wish to invest to market job announcements to the broadest pool of diverse prospects. There are several general and disciplinary organizations, associations, and conferences that may be fitting for search committees to pursue when considering where to post the job announcement.

Identifying Talent

Each department may benefit from identifying general recruitment sources as well as recruitment outlets unique to the discipline. Other tactics to identifying talent and proactively making use of job announcements appear below.

Award Winners

- Examine lists of award winners in relevant professional societies, including but not limited to lists of women speakers in STEM.

Conference Engagement

- At conferences, attend sessions given by up-and-coming researchers whom you may not yet know.

- In many disciplinary conferences, there are special interest groups that focus on supporting and mentoring underrepresented (emerging) scholars. Moreover, some associations host research-focused special interest groups that advance critical consciousness in the discipline.

Doctoral and Post-doctoral Fellowship Recipients

- The Mellon Mays Undergraduate Fellowship (MMUF) prepares undergraduate students who will contribute to changing the face of the professoriate across many humanities and social science disciplines. The program has a search tool for Fellows on the Job Market, and search committees can use this tool as a direct means for accessing information on MMUF Program alumni who are on the academic job market[4].

- Build relationships and share position descriptions with faculty and administrators who lead programs and resources designed to create a diverse doctoral pool of students, such as the Leadership Alliance, National GEM Consortium, Gates Millennium Scholars Program, Mellon Mays, Meyerhoff Scholars Program, MinorityPostdoc.org, Southern Regional Education Board's Doctoral Scholars Program, and other national and institutional networks. Many of these colleagues know talented program alumni who may be interested in pursuing the professoriate at Brown University.

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[4] MMUF job market search tool can be found here: https://www.mmuf.org/graduates/mmuf-job-market-search-tool

- Follow and study scholars receiving national and institutional dissertation and postdoctoral fellowships, including but not limited to foundations like the Ford Foundation and the National Science Foundation. Many institutions, including Brown, also have highly competitive diversity postdoctoral fellowship programs. Recruiting from these sources with meaningful communication may be a productive use of time and effort.

- Ask current doctoral students and postdoctoral fellows, including women and historically underrepresented doctoral students and colleagues, to identify qualified candidates and encourage application.

Faculty Pipeline Data

- The Survey of Earned Doctorates[5] (SED) provides useful data about historically underrepresented recipients of doctoral degrees, including but not limited to the top 20 doctorate-granting institutions ranked by number of minority U.S. citizen and permanent resident doctorate recipients, by ethnicity and race of recipient: 5-year total, 2014–18.

- The resource titled, Recent PhD Graduates in the US[6], may be most helpful as it uses SED data to quickly identify the numbers and percentages women and historically underrepresented groups who have recently earned PhDs by discipline.

- The Faculty Pipeline: PhD Production by Program, Race and Gender[7] dashboard enables academic departments to take a similar approach where there are large proportions of "minority" graduates by discipline.

Partnerships with Historically Black Colleges and Universities (HBCU) and Minority Serving Institutions (MSI)

- Academic departments at Brown should build meaningful and mutually-beneficial relationships with academic departments at HBCUs and MSIs to stimulate faculty recruitment.

- To start recruitment efforts early, the department may consider writing to academic chairs and directors at HBCUs and MSIs with doctoral programs, to generate long-term outreach and pipeline strategies.

Scouting

- Consider inviting applications from junior colleagues who are historically underrepresented and/or women in STEM who may be currently under-placed and thriving at lesser-ranked institutions.

Scholarly Distinction

- Review journal editorial boards, recently published articles, early career award winners (e.g., NSF CAREER, Presidential CAREER, Pew, HHMI Faculty Scholars, HHMI Gilliam Fellows) to identify rising stars.

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[5] The National Science Foundation's Survey of Earned Doctorates can be found here: https://ncses.nsf.gov/pubs/nsf20301/data-tables/#group1
[6] The "Recent PhD Graduates in the US" was developed by Brown University using data from the Survey of Earned Doctorates, and can be found here: http://sedsearch.pythonanywhere.com/
[7] Cornell University used data from IPEDS to create the database found here: https://tableau.cornell.edu/t/IRP/views/IPEDSCompletionsdegreesgrantedforPipeline/PhDProduction?:iid=1&:isGuestRedirectFromVizportal=y&:embed=y

Leveraging Networks

Developing and leveraging networks is particularly useful in the recruitment process as search committee members seek to diversify the applicant pool. Below are tips for leveraging networks.

Tips for Engaging Colleagues with Track Records and Connections

- Ask senior colleagues who have successful track records of mentoring and graduating doctoral students and hosting postdocs who are underrepresented in the academy for referrals

- Identify well-connected junior colleagues to share the job posting within their networks.

- Invite colleagues to share postings on their social media platforms (e.g., Facebook, Twitter, Instagram, LinkedIn) to attract a broader pool of applicants.

Here are two approaches to writing colleagues. The left column employs a standard way of communicating to colleagues[8]. The right column employs more equity-minded communication.

Standard Communication	Equity-Minded Communication
Dear Professor Y:	Dear Professor B:
The Department of _____ at Brown is searching for a new assistant professor of _____. Please see the attached position description, and share it with your Ph.D. students who are on the market.	The Department of _____ at Brown is searching for a new assistant professor of _____. Please see the attached position description. As we launch this search, we are actively recruiting women and candidates from historically underrepresented groups. Our goal is to select from as diverse an applicant pool as possible. Please share the attached position description with your Ph.D. students and others in your academic networks. Please contact me if you know candidates who could help us achieve our diversity goals, and I will personally reach out to them.
Thanks,	Many thanks,
Professor X	Professor A

Tips for Engaging Potential Candidates

- When searching for diverse talent, and coming into contact with potential candidates themselves, it is important to focus on scholars' professional qualifications and experiences that make them a strong candidate for the job, not their identity. Cite their work and tell them why they are a good candidate for your position. Positioning Brown to compete for excellent HUG candidates requires our diversity effort be set apart from our peers and the department and institution to be a welcoming and inviting place.

- Meet with prospective candidates at conferences or during seminar visits to their home departments.

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[8] Adapted from a workshop on "Hiring a Diverse Faculty" led by the USC Race and Equity Center.

Identifying Diverse Talent, Marketing Strategies, and Leveraging Networks References and Resources

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Note: Links are provided for ease of access to the above information. Because websites are updated regularly, a link may turn inactive. If that occurs, we encourage you to try and retrieve the information through a general search