

Zoom Discussion about Recruiting Diverse Faculty

Monday, August 8, 2022,

10:00-11:00

Zoom Link: <https://ncsu.zoom.us/j/93393996440>,

Meeting ID: 933 9399 6440



Julie Swann, Julie Ivy, and Maria Mayorga

Edward P. Fitts Department of Industrial and Systems Engineering,
NC State

NC State's Department of Industrial and Systems Engineering increased their outreach and were able to increase the number of African American applicants last year. It has taken a lot of intentionality. They don't yet feel that they have been successful in recruiting Black, Latino/a, and Indigenous faculty, but have learned a lot and are laying a foundation for the longer term.

Julie Swann, Department Head and A. Doug Allison Distinguished Professor; Julie Ivy, Professor and Fitts Fellow in Health Systems Engineering; and Maria Mayorga, University Faculty Scholar and Professor, will discuss what they have tried to do this year and what they have learned about outreach and what goes on in faculty search committee meetings.

As we head into the fall semester and faculty searches, this meeting will provide an opportunity for department heads, search committees and faculty to discuss strategies to increase diversity in faculty recruiting.

DEI in Promotion and Tenure Criteria

In mid-July we sent a query to this list and another listserv about whether any of your departments or institutions have incorporated DEI into your promotion and tenure criteria. Within a couple of days we got about 25 responses. Nine institutions or departments indicated that their promotion and tenure criteria do include language about diversity, equity and inclusion. Some of these incorporate DEI language in the traditional realms of research, teaching and service, while some have developed a separate section devoted to DEI work. The following institutions included a link to their criteria and may spark ideas if your institution is considering such a change:

- Virginia Tech: <https://faculty.vt.edu/promotion-tenure.html>
- University of California at San Diego: <https://adminrecords.ucsd.edu/PPM/docs/230-210.html>
- University of California at Santa Barbara: <https://ap.ucsb.edu/policies.and.procedures/red.binder/sections/%5B175%5D%20Appointment%20and%20Advancement.pdf>
- University of California at Irvine: <https://ap.uci.edu/faculty/guidance/>
- Michigan Technological University: <https://www.mtu.edu/faculty-handbook/faculty/chapter2/> (Section 2.6)
- Department of Forest Ecosystems and Society, Oregon State University: https://mycof.forestry.oregonstate.edu/sites/default/files/fes/PT_FES_revised_June8.pdf (search for the word "diversity")