

Recommendations to Promote Equitable and Inclusive Faculty Hiring Practices

1. Require demonstrated commitment to diversity, equity, and inclusion in minimum qualifications for all faculty searches. This includes successful experience teaching and mentoring historically underrepresented students. (Wood, J.L and Harris III, F., 2023, p. 14)
2. Include equity-focused criteria in all job descriptions emphasizing candidates' records serving disproportionately impacted Latinx, Black, Asian American and NHPI, and AIAN students through teaching, research, and service. (Wood, J.L and Harris III, F., 2023, p. 13)
3. Incorporate teaching demonstrations to assess candidates' use of culturally relevant pedagogy, anti-deficit language, validating messaging, and intrusive advising when working with diverse students. (Wood, J.L and Harris III, F., 2023, pp. 18-21)
4. Train search committees on equitable hiring practices, including mitigating implicit bias, combating deficit-based thinking about candidates of color, developing inclusive interview questions, and diversifying applicant pools. (Wood, J.L and Harris III, F., 2023, p. 7)
5. Incorporate perspectives of students from historically underrepresented backgrounds into the search process through participation on committees, meeting with candidates, providing feedback on presentations/teaching demos, etc. (Wood, J.L and Harris III, F., 2023, p. 7)