

We're changing our TT search process!

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Current Process

- Search Committee chaired by ADA
- HR education
- Qualifications
- Telephone interview
- Campus interview
- Reference Check

Background

- Search committees reproduce whiteness (Sensory & DiAngelo, 2017)
- Revised search process
- Search committee membership
- Job description (Smith, Turner, Osei-Kofi, & Richards, 2004)
- Patterns of exclusion & control
- Barriers for nursing faculty (Salvucci & Lawless, 2016)

New Process

- Appoint diverse committee by Dean
- Add diversity to job description
- Define elements required for cover letter
- Develop questions for phone interview
- Develop questions for campus interview
 - Teaching
 - Scholarship
 - Service
 - Diversity
- Review issues from LAMP survey
- Educate faculty on diversity r/t recruiting, interviewing, & retaining diverse faculty