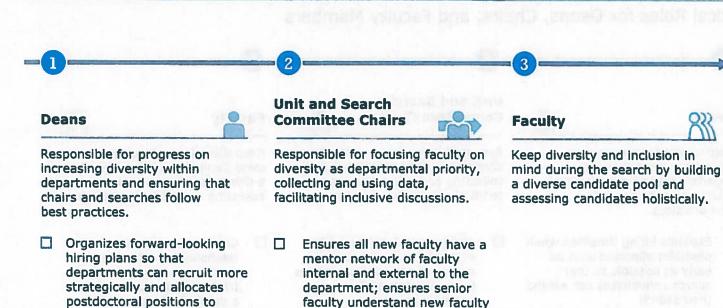
## **Creating Accountability and Tracking Success**

Critical Roles for Deans, Chairs, and Faculty Members

-1		- 2		3	
Deans			it and Search mmittee Chairs	Fa	culty
Responsible for progress on increasing diversity within departments and ensuring that chairs and searches follow best practices.		Responsible for focusing faculty on diversity as departmental priority, collecting and using data, and facilitating inclusive discussions.		Keep diversity and inclusion in mind during the search by building a diverse candidate pool and assessing candidates holistically.	
	Expands hiring timelines when possible; allocates lines as early as possible so that search committees can extend their search	0	or administrator to source relationships with ponames of potential candidates from relevant publicly relationships with ponames of potential candidates at conference track potential candidates	Create and maintain relationships with potential candidates at conferences; track potential candidates in a database for use in later	
	Ensures that searches are as broad as possible disciplinarily to include subfields		Encourages faculty to keep track of promising candidates for future searches		Develop long-term recruiting relationships with diverse graduate programs  Attend implicit bias training to
	Makes institutional and departmental data available to search committees and chairs		promising graduate students to visit campus and interact with		
	Appoints faculty to serve as equity advisors, receiving implicit bias training and delivering trainings tailored to their department		faculty through research presentation or on-campus professional development Ensures each search committee has one faculty		Review campus diversity and inclusion resources ahead of interviews
	Assigns one faculty or staff member to collect resources available for new faculty, especially diverse faculty, into a comprehensive, easily accessible resource		member assigned to focus the group on diversity  Facilitates discussions in the department about increasing diversity and inclusion and solicits feedback		Determine and rank the search criteria that will be used to evaluate all candidates  Offer videoconference or phone interviews to expand the number of candidates who
	Requires search committees submit search plans that outline desired criteria		Oversees search committee composition Ensures all committee		have an opportunity to interact with faculty
	Oversees search committee composition and makes sure members know diversity is an		members are aware of campus diversity and inclusion resources	_	Integrate postdocs into departmental culture  Commit to mentoring junior faculty and identifying junior
	institutional priority Strongly encourages all members of search committees	_	Reviews searches at key checkpoints to ensure pools remain diverse		faculty professional development needs
	to attend implicit bias training Reviews searches at key checkpoints to ensure pools remain diverse		Participates in the search process for postdoctoral candidates; integrates postdocs into departmental culture		

## Creating Accountability and Tracking Success (cont.)



orientation needs

Creates opportunities for

faculty to learn about the

promotion rules through networking opportunities,

"unwritten" tenure and

workshops, and applied

Continues to meet with

looking reviews

professional development

tenured faculty for forward-

8

Ensures tenure and promotion procedures for cluster hires are clear and able to recognize and reward interdisciplinary work

departments with hiring need:

Reviews tenure and promotion

cross-departmental searches or

cluster hires that can diversify

engages departments in the

postdoctoral search process

Examines opportunities for

trends for disparities

the faculty

16 kepameons commune