Faculty Diversity

Hank Walker, Texas A&M
Joan Peckham, Rhode Island
Amy Apon, Clemson
Virginia Torczon, William and Mary
Fatma Mill, Purdue
Carey Williamson, Calgary
Problem

You have only one female out of 25 total tenured/tenure-track faculty members. The search committee has recommended against making offers to either of the female candidates you interviewed this year.
Issues

• Lay groundwork/criteria for search
  – Diversity not communicated as criteria/priority
• Constitution of search committee
• Two body issues
• Post-doc vs. new PhD background
• Pool not deep enough
• Self-editing by search committee of interviewees
Guiding Principles

• Keep diversity as a top level issue in searches
Approaches

• Lay groundwork/criteria for search
  – Training search committee
• Marketing of search
• Make sure you have a good pool
• Advertising
  – Booth at Grace Hopper
  – CRA-W database
  – ACM-W, SWE, SBE, SHE