

CoE Faculty Search Best Practices

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Agenda

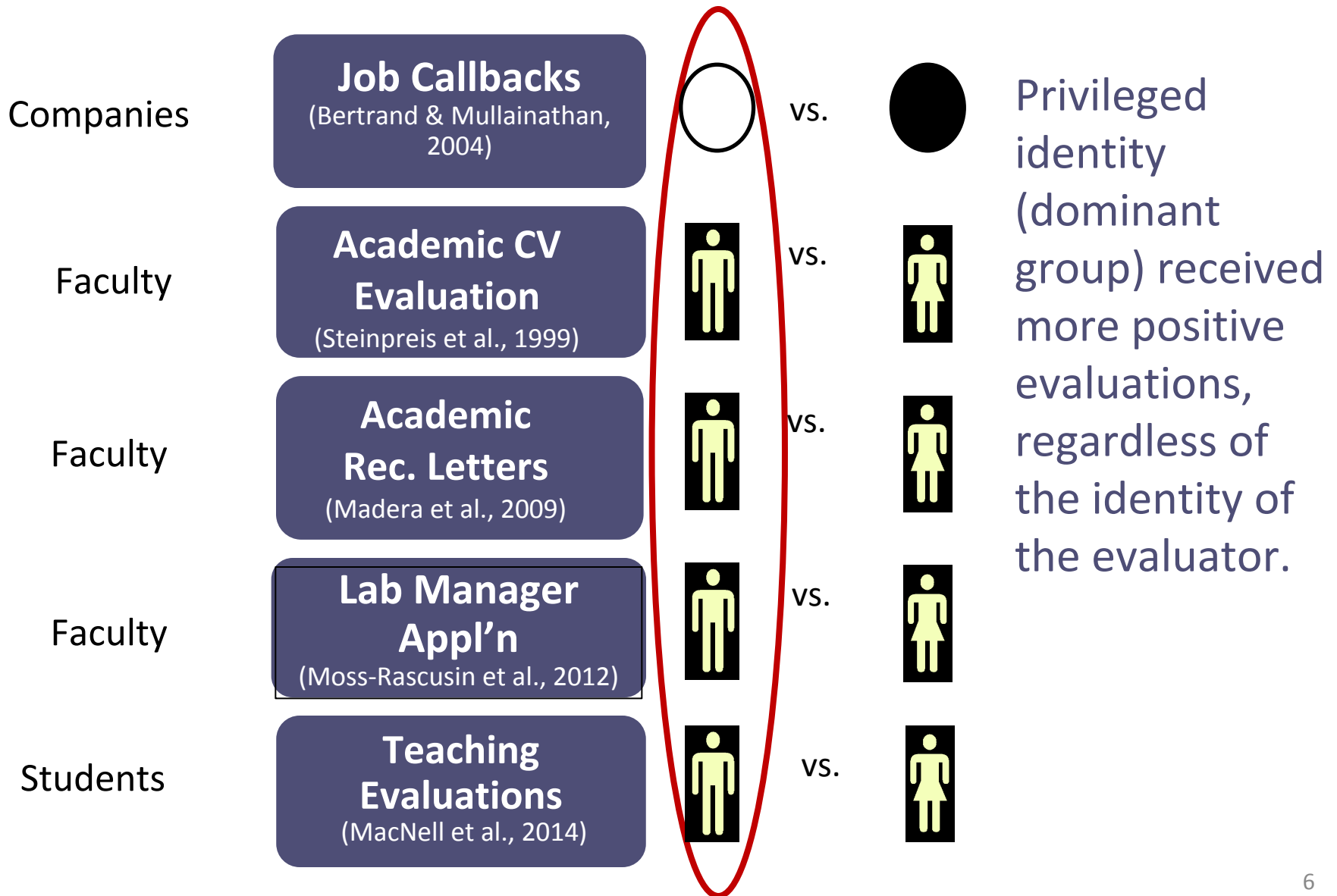
- Introductions
- Taking stock of current searches
- Session goals
- Review of evaluation research
- Case studies

INTRODUCTION AND TAKING STOCK

GOALS

RESEARCH ON EVALUATION

Research on Bias in Evaluation



Research on Unexamined Bias

Job Callbacks

(Bertrand & Mullainathan, 2004)

- White vs. Black names, 2 skill levels each
- Whites: 50% more callbacks
- Highly skilled and avg. blacks virtually same number callbacks
- **Avg. skilled whites more callbacks than highly skilled blacks**

Academic CV Evaluation

(Steinpreis et al., 1999)

- Same CV, different name
- **Male applicant rated better** in all categories, more likely hired
- Pattern holds for **both men and women reviewers**

Academic Rec. Letters

(Madera et al., 2009)

- 624 recommendation letters for psychology faculty candidates
- Women: communal descriptors; Men: agentic descriptors
- **Communal characteristics negatively correlated** with hiring decisions

Lab Manager Appl'n

(Moss-Rascusin et al., 2012)

- Same CV, different name – reviewed by science faculty at R1s
- **Males rated significantly more competent and hireable**
- Higher starting salary and more career mentoring offered to males
- Pattern holds for **both male and female reviewers**

Teaching Evaluations

(MacNell et al., 2014)

- Online instructors, one male and one female, taught 2 courses each, as a male and as a female
- **Students rated “male” teacher higher in both cases.**
- Students rated “female” teacher lower in both cases.
- “Men get bonus points for showing up male.”

CASE STUDIES

Case Study #1

A candidate self-discloses there is a partner in the picture. What do you do?

Case Study #2

During discussions of the faculty candidates, a faculty in your department consistently finds a way to discredit female candidates. What do you do?

Case Study #3

During a faculty candidate's chalk talk, a faculty member in your department aggressively questions the candidate's research, leaving all in the room a bit uncomfortable. What do you do?

TAKE-AWAYS

Things to remember

- Always be recruiting
- The candidates are interviewing you too
- If you interview more than one underrepresented candidate you increase chance of hiring one
- Create the best experience for the candidate