

Faculty Search Committee Packet Content

Fall Quarterly Leadership Workshop

November 2, 2004

Availability Data -- Science and Engineering Doctoral Awards:

Data available at <http://www.nsf.gov/sbe/srs/sengdr/start.htm>

Click on latest survey results (e.g. [Science and Engineering Doctorate Awards: 2002 \(NSF 04-303\)](#)) to look at the data.

Bias and Assumptions Reviewing Applications

- University of Wisconsin WISELI's "Reviewing Applicants: Research on Bias and Assumptions" brochure. Available online at <http://wiseli.engr.wisc.edu/initiatives/hiring/Bias.pdf>
- UW ADVANCE handout: "Faculty Hiring: Diversity and Excellence Go Hand-in-Hand" Available online at <http://www.engr.washington.edu/advance/workshops/20040514-Faculty-Hiring-One-Pager.pdf>

The Bottom Line and Diversity

- ◆ Catalyst study connecting gender diversity and financial performance for 353 Fortune 500 companies (5 industries)
- ◆ Measured Return on Equity (ROE) and Total Return to Shareholders (TRS)
- ◆ Companies with highest representation of women on their top mgmt. teams
 - ◆ 35.1% higher ROE
 - ◆ 34% higher TRS
- ◆ http://www.catalystwomen.org/publications/executive_summaries/financialperformance.pdf

APS News Online: THE BACK PAGE (January 2000)

Is There an Unconscious Discrimination Against Women in Science? By Howard Georgi

<http://schwinger.harvard.edu/~georgi/women/backpage.htm>

Criteria for Junior Faculty Position Searches

Resources for New Hires Handout

http://www.engr.washington.edu/research/Guidelines/benefits_resources

Recommendations to Chairs for Facilitating Dual Career Hires

Also available online at

http://www.engr.washington.edu/advance/resources/dual_career_hires.html