

**UW ADVANCE, Office for Faculty Advancement,
and Office of Minority Affairs and Diversity**

**Fall Leadership Workshop
“Recruiting and Hiring for Inclusive Excellence”
Small Group Activity**

Given what you have just heard, what can you do differently to be more intentional to build a more inclusive faculty in two or more of the following recruiting/hiring procedures?

- 1) Language use in job ads
- 2) Selecting search committee members
- 3) Choosing a search committee chair
- 4) Developing and expanding the short list
- 5) Negotiating with the dean/provost
- 6) Choosing the criteria to use to assess candidates
- 7) Strategizing about resistant faculty and managing faculty push-back