

Faculty Recruitment and Retention

In academia, we often assume that all candidates will be impartially evaluated on their abilities and potential. However, evaluation processes often underestimate the qualifications of historically underrepresented groups in higher education. Furthermore, the successful hiring of underrepresented faculty members is not enough to further diversity in higher education. Institutions must also create a welcoming, inclusive environments to minimize attrition, which requires strategic leadership efforts at both the department and executive levels.

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