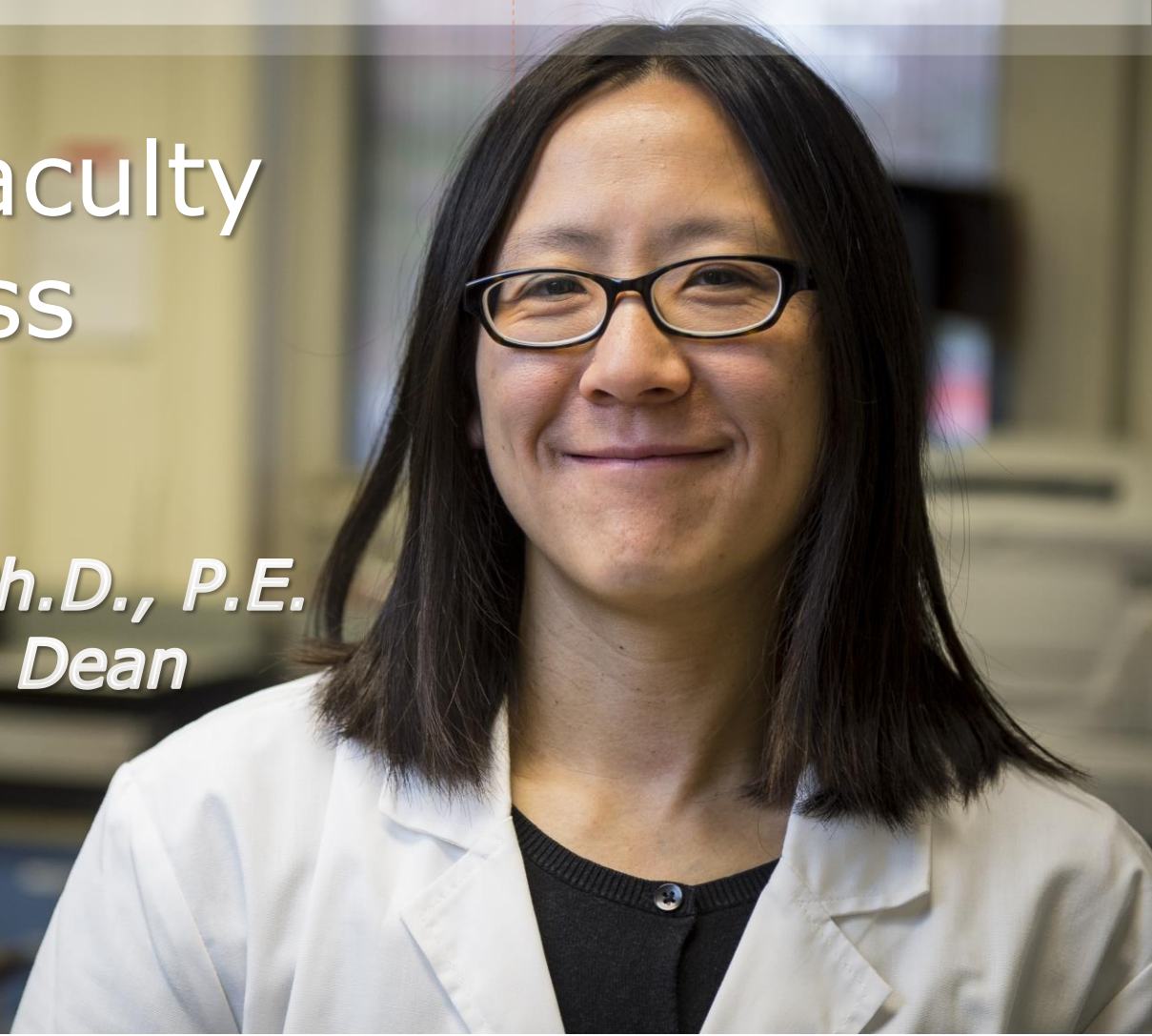


Disrupting faculty hiring process for diversity

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Convergence on Diversity and Inclusion

Disrupt the system for faculty hiring

- Search advocate training for committee chair and one member outside hiring unit
- Committee chair from hiring unit, but outside search area
- Statement of commitment to equity and inclusion required for every candidate
- Dean actively reviews telephone and campus interview pools for diversity
- Dean willing to fail searches if we can't get a diverse pool

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