

# PROMISING PRACTICES FOR DIVERSITY, EQUITY, AND INCLUSION IN FACULTY HIRING: IMPLEMENTING STRATEGIES FROM THE LITERATURE

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## ABSTRACT

This paper reviews promising practices in recruiting and hiring diverse college faculty in an equitable, inclusive process. Based primarily on published research, this work also reviews key practitioner resources—all informed by my personal efforts to implement these strategies on my own campus. First, I discuss why diversity, equity, and inclusion (DEI) matters in higher education, including demographic and political trends, plus consistency with important values. I then argue for faculty DEI specifically, followed by observing how and why schools struggle to achieve these outcomes. I then summarize promising practices in:

1. Job advertisements, including why and how to signal commitment to DEI, how to ask candidates to demonstrate their ability to contribute to campus DEI, strategies for further broadening an ad's reach, and additional venues for advertisement.
2. Proactive recruiting, including calling for a new recruiting paradigm, how to further engage current faculty, and working with existing pro-DEI organizations.
3. Search committees, including committee membership, identifying and training advocates for equitable process, and identifying good training resources for hiring committees.
4. The hiring process, including potential warning signs during committee deliberation, how and why to use evaluation rubrics, and politically palatable (and legal!) ways to consider DEI contributions.

I focus primarily on equipping conference attendees with actionable insights from the four practice areas.

**Keywords:** diversity, equity, and inclusion (DEI); higher education; human resources management (HRM); employee recruitment

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