Resources and Best Practices for Faculty Recruitment

1. Please review Guidelines for Recruitment of Faculty
   http://www.uvm.edu/~facrsrsc/?Page=TT_faculty_recruitment.html&SM=submenu3.html

2. Sources of Demographic Information
   - National Science Foundation
   - Association of American Universities Data Exchange
     - http://aaude.org/
   - Department of Education, Institute of Education Sciences (IES)
   - Discipline-specific, professional organization databases

3. Discussion with department/unit members
   a. Review the importance of diversity and inclusiveness in your strategic plan
   b. Diversity Recruitment Plan – how it differs from previous plans, or how is it expected to yield different results. What modifications have you made since the last search?
   c. Accountability and responsibility – what system of checks and balances do we have in place?
   d. What steps have you taken to develop your own awareness, knowledge, skills and competencies around diversity and inclusion?
   e. Review (and revise) the outlets for advertising your positions
   f. Model success stories
   g. Incentivize the process
   h. Always be in Search mode

4. Promote the value of a diverse workforce.
   a. Notice of NIH Interest in Diversity
   b. Groups of diverse problem solvers can outperform groups of high-ability problem solvers
      http://www.pnas.org/content/101/46/16385.full
   c. NIH addresses the science of diversity
      http://www.pnas.org/content/112/40/12240.full.pdf
   d. Scientific diversity interventions
      http://classic.sciencemag.org/content/343/6171/615.long