Introductions
STRIDE Committee Members

Jackie Isaacs, Professor of Mechanical and Industrial Engineering, Chair
Dan Danielsen, Professor of Law
Jack Dennerlein, Professor of Physical Therapy
Judith Hall, University Distinguished Professor of Psychology
Marjorie Platt, Professor of Accounting
Kathrin Zippel, Professor of Sociology

Jan Rinehart, Executive Director ADVANCE Office of Faculty Development
Erinn Taylor de Barroso, Assistant Director ADVANCE Office of Faculty Development

Previous STRIDE members: George Adams, Mechanical & Industrial Engr.; Dana Brooks, Electrical & Computer Engr.; Agnes Chan, Computer and Information Sciences; Barry Chung, Counseling and Applied Educational Psychology; Max Diem, Chemistry and Chemical Biology; Luis Falcon, Sociology and Anthropology; Craig Ferris, Professor Psychology; Miriam Leeser, Professor Electrical and Computer Engineering; Ineke Marshall, Sociology and Anthropology, Criminal Justice; Ramiro Martinez, Professor Criminology and Criminal Justice; Carla Mattos, Professor of Chemistry and Chemical Biology; Sanjeev Mukerjee, Chemistry and Chemical Biology; Rajmohan Rajaraman, Professor Computer and Information Sciences; Mark Williams, Professor of Physics;
Academic Values

- Search for truth
- Freedom to explore ideas
- Respect for knowledge and expertise
- Valuing of creativity and innovation
- Commitment to meritocracy
- Willingness to open doors to all groups in society
Implicit bias

- implicit social cognition or association
- refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.
Participants will discuss and learn from each other…

- How to improve the search process
- Strategies to avoid implicit bias
- Good practices for search committees
Agenda

• Introduction

• Discussion I: Hearing existing good practices

• Discussion II: Discussion of Ed Yong’s Article

• Discussion III: Next steps

• Closing

• Evaluation
Gender and Diversity

• Gender intersects with race & ethnicity, class, LGB/TQ+, age, disability, religion etc.

• For example, how is the recruitment similar or different for white women and faculty of color?
Discussion I: Using Good Practices

• Write down 1-3 ideas that worked well in search committees you have worked on in the past
• Share with a partner at your table – 3 minutes each
• Share 1 idea you liked
• Place each post-it note on one of the large papers by stage of the faculty search
Five Stages of a Faculty Search

A. Define criteria and qualities
B. Actively recruit a diverse pool
C. Review and identify the long/short list
D. Conduct an effective on campus interview
E. Recommend finalist(s) to Chair
Reflection

What struck you as you read, “I spent Two Years Trying to Fix the Gender Imbalance” by Ed Yong?
“I Spent Two Years Trying to Fix the Gender Imbalance in My Stories”

• What was the article about?
  – How to tackle gendered imbalances in his reporting
  – How to identify/find experts
  – Documentation of his journey trying to avoid bias
The Revelation

• Major imbalance in women and men experts chosen for interviews

• Objective assessment of skill or easy to reach?
  – Known names
  – Top a Google search
  – Others have spoken to/quoted them
  – Accrued reputation

• Change requires work!
  – Contacted 1.3 men vs 1.6 women
Strategies Yong Used

• Tracked what he did via spreadsheet => DATA

• Went beyond usual strategies/short cuts to select experts

• Broadened his search
  – Contacted several sources
  – Built diverse list of experts
  – Thinking about how to expand changes further
Judging “Most Qualified”

• Using shortcuts
  – Calling on same experts over and over
  – Relying on experts other reporters have ”vetted”

• Academic Parallel?

• Highlighting new voices
  – Journalism thrives by seeking fresh perspectives/voices
  – Avoiding the same small cadre of well-trod names

• Academic Parallel?
Discussion II: Good Ideas from Ed Yong

• Table discussion questions

  – How would you apply the strategies used by the reporter to a faculty search?

  – How would you describe this strategy to your search committee members?
Judging "Most Qualified" in Academia

• Relying on proxies in assessing quality
  – Prestige of institution
  – Numbers of publications
  – Prestige of publications and impact factors
  – Letters of recommendation

• Consider your definition of excellence
  – Example: Northeastern’s inclusion of contributions to diversity in T&P dossier

• Find those women and minority men who would likely succeed
Discussion III: Next Steps

• Write down 1-3 ideas you plan to take back to your search committee – 1 per post-it note

• Discuss at your table what everyone wrote down

• Share with the group

• Put your post-it notes on the large sheet of paper
Five Stages of a Faculty Search

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Summary

• Search Actively and Broadly
• Advocate
• Speak up for equity
• Go the extra mile
• Be intentional
Thank you