

October 12, 2012

Volume 4, Issue 9

ADVANCE-Nebraska E-News

Advancing Women, Advancing STEM

SPECIAL ISSUE:

Faculty Searches

Follow-Up to Oct 11 Workshop – Presentation by ADVANCE Faculty Committee Chair Concetta DiRusso

And the ADVANCE Faculty Committee

- It's Search Season: resources
- Resources for Your New Faculty Search
- Diversity = Excellence
- More Strategies for Broadening Applicant Pools

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It's Search Season

This year, IANR is searching for 36 new faculty members and city campus is searching for XX. This is a wonderful opportunity for us to attract the best, diverse faculty UNL has ever had.

The ADVANCE Faculty Committee has just released a Best Practices document to help us achieve this goal. A two-page summary of Best Practices for Search Committees is on the ADVANCE website at:

<http://advance.unl.edu/recruiting>.

Best Practices, based on research derived from 11 years of NSF's ADVANCE program, yield bigger and more diverse applicant pools.

Some quick tips include:

- Write a broad job ad description. The more descriptors, the fewer people will apply.
- Advertise broadly,

particularly in online venues.

- Find out where your most recent hires found the UNL job ad. Contact Susan Wendling in HR, swendling2@unl.edu, for a complete list from a recent search.
- Having a woman's name as the contact person increases the number of women applicants.

Resources for Your New Faculty Search

The ADVANCE Committee's website offers **sample letters of invitation** so you can write directly to potential applicants and invite them to apply.

Be in SEARCH mode all the time. When you attend conferences, act as a scout. Attend receptions where you can meet talented people from under-represented groups. Put together a

"recruitment packet" to hand out at conferences. The links below offer resources.

ATTRACT promising candidates to UNL by directing them to two websites linked from the HR website for information on the benefits of working at UNL and living in Lincoln:

<http://hr.unl.edu/>

Link to "About UNL":
<http://www.unl.edu/ucomm/aboutunl/>

Link to "About Lincoln":
<http://visit.unl.edu/ucomm/lincoln/>.

Advertise UNL's great Work-Life Balance policies:
<http://advance.unl.edu/policies>

Diversity = Excellence

Does diversity REALLY matter? What might happen to your discipline if a more diverse workforce were participating in it?

Scott Page, economist at U-Michigan, uses mathematical modeling and case studies to show that diverse workplaces are more productive, more innovative and more creative (2008). People with different backgrounds have different ways of looking at problems.

In science, this generates more working hypotheses, a necessary step in the Scientific Method. And different types of people *ask different questions*, the fundamental first step in the Scientific Method.

A recent Harvard Business Review blog reports that a diverse team is essential for the most effective research team brainstorming (Govindarajan and Terwilliger, 2012).

Broadening the applicant pool maximizes the chances of hiring the best new faculty. The larger the pool, the greater will be the choice and the higher the likelihood of finding a well-qualified candidate.

Students benefit from a diverse faculty: it simulates the diverse workforce that most of them will participate in after graduation (Valian, 2004).

More Strategies for Broadening Applicant Pools

- “When it comes to actually recruiting diverse faculty members, many search committees report that they cannot find qualified women. Research, however, has shown that committees succeed in hiring women and people of color when they transform the search process, are committed to diversity and are proactive about building a diverse applicant pool. Transforming the search process requires that the committee do more than simply place ads and wait for applicants to express interest.” <http://www.engr.washington.edu/lead/biasfilm/best-practices/>
- Be aware that the language used to describe a position can influence the pool of individuals who submit an application, thus care should be taken in crafting the wording. The following web resource from the American Physical Society provides information to help insure that language is appropriate and not exclusionary: <http://www.aps.org/programs/minorities/recruitment/ads.cfm>
- The “Description of Work” that you enter on PeopleAdmin should match the ad that you disseminate elsewhere. The Description of Work on PeopleAdmin is picked up by search spiders and posted on websites such as [Indeed.com](http://www.indeed.com). MANY applicants for UNL faculty positions find the job on Indeed.com. Make sure the description is inviting and inclusive (and matches the job expectations)
- Find excellent potential hires at conferences and invite them to UNL for a Showcase Visit. This is the last year of ADVANCE, so take advantage now of available funds for Showcase Visits for future searches. Contact the ADVANCE office for more information.
During the visit, put your best foot forward. Allow time to show the potential applicant the best parts of living in Lincoln and of working at UNL. Point out the benefits: for example, help from the Research Office for grant-writing; on-campus childcare facilities, research tools in your department or elsewhere on campus (make sure visitor gets to see these).
- Who is on the search committee matters. Consider inviting an external member from an allied department for a fresh perspective. Consider having a graduate student or post-doc to provide a newer perspective. Reject language that envisions the new hire: e.g., “Joe’s replacement...”
- Establish ground rules for the search committee’s work: Specify the roles and responsibilities of committee members, emphasize **confidentiality and independence in decision making**; determine how members will communicate with each other and the campus community – avoid email; Openly **recognize implicit biases**; emphasize members act as representatives of the department/ university, not individual interests; make clear that **diversity and excellence are compatible**, and should be dually considered in the course of the search; the chair should ensure that all members get a voice, a chance to speak, and no one is allowed to dominate the process.

NEXT WEEK: EVALUATION of CANDIDATES – rubrics; implicit bias: what it is and how to reduce its impact.

Save the Date for
these important
upcoming
ADVANCE Events!

We’re on the Web!

See us at:
Advance.unl.edu

The Chancellor’s Tag Line for all faculty job ads”

The University of Nebraska has an active National Science Foundation ADVANCE gender equity program, and is committed to a pluralistic campus community through affirmative action, equal opportunity, work-life balance and dual careers

Friday, October 19th

11:30 am - 1:00 pm

Dr. Marinda Li Wu, 2012 American Chemical Society President-Elect
Room 548 Hamilton Hall

Friday, November 2, 2012

Dr. Christina Falci

11:30 am – 1:30 pm, City Campus Union, Georgian Suite

Highlights from the 2011 Faculty Network and Workload Study (FNWS)

Space is limited, please RSVP advance2@unl.edu.

Have an article or news item of interest about women in STEM Fields you’d like to share? Send your article to advance2@unl.edu with a brief note about why you’d like to share it.