Ignorance is not an option

Recruiting and hiring for a faculty that legitimately values inclusivity, diversity, equity, and accessibility

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Background

Beginning in late 2019, the Faculty Search Committee was formed to address the need to fill multiple faculty positions in the library. Unlike prior search committees, this committee was intended to serve for multiple years as opposed to completing their work after a successful hire. All five search committee members are tenure-track faculty.

- Members include minimum 1 female and 1 underrepresented minority (See TTU Operating Procedure 32.16).
- Completed 9 searches, with 5 successful hires.
- 127 total candidate applications, 110 meeting minimum qualifications.
- 2 searches suspended due to Covid-19 pandemic hiring freeze. (Not included in these stats)
- 2 more searches currently in progress.

Search Committee Training

Search Committee members received training through the Office of Institutional Diversity. Training covered mandatory compliance with federal rules as well as more in-depth issues of diversity, equity, and inclusion and how they can be addressed during the search process.

Search committee processes were standardized to limit subjectivity in ranking

- Matrices with weighted criteria to score candidates
- Phone Interview Questions
- Reference Questions
- Virtual "Onsite" Interviews

Candidates with Veteran status were offered Phone Interviews regardless of initial score.

Recruiting

In addition to posting on the TTU and TTU Libraries websites, the positions were also posted to the following locations:

- The Registry
- Insight into Diversity
- ALA (American Library Association) and their diversity websites
  - www.diversityworking.com
  - www.diversityjobs.com
  - www.ihirediversity.com
- ALA Black Caucus
- TLA (Texas Library Association)
- Association of Research Libraries
- Greater Western Library Alliance
- Academic Diversity
- REFORMA Job Board
- REFORMA listserv
- CALA listserv

The search committee also encouraged library faculty to share the job postings to relevant listservs they were active in.

Working with Supervisors

In developing job descriptions with supervisors, the search committee tried two methods to incorporate diversity into the search process.

- Requesting/Requiring a Diversity Statement from candidates along with CVs and Cover Letters
- Incorporating IDEA language into the job description

Of the two methods, the search committee prefers the latter. This does require more work from both the search committee and supervisors to agree upon how to word job descriptions. This also runs into issues of shifting the library culture to prioritize IDEA.

Example matrix criteria for ranking candidates:

- Demonstrated commitment to serving diverse student populations.
- Ability to work effectively with diverse faculty, staff, students and community.

Building IDEA concepts into the job descriptions was also more likely to cause some candidates to discuss their IDEA experience in greater context (in their research interests, service to their institutions or library field, and in their day-to-day work). For libraries that make recruiting for diversity a priority, this is incredibly useful.

Qualified Applications

- White 78%
- Minority 22%

Qualified Applications

- Female 53%
- Male 43%
- Non-Binary 4%
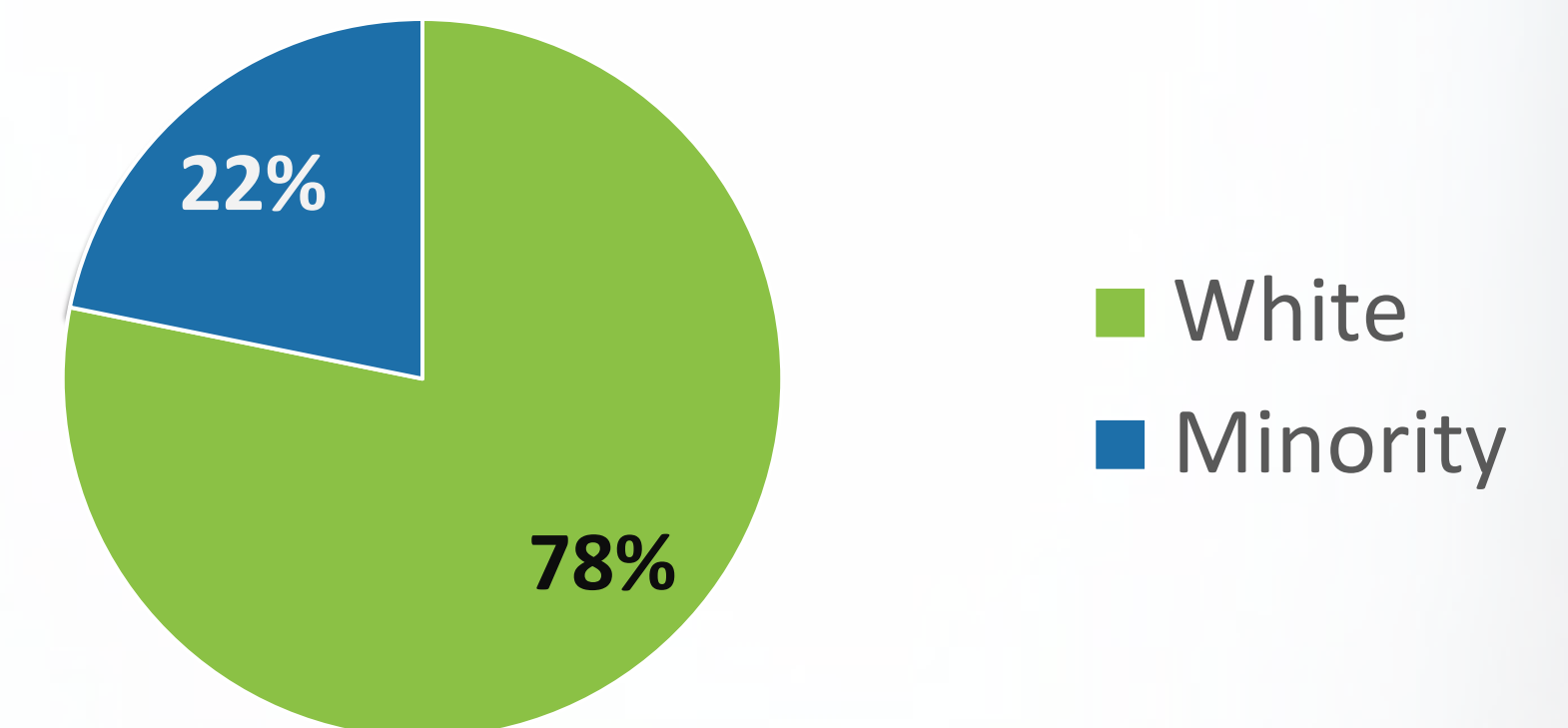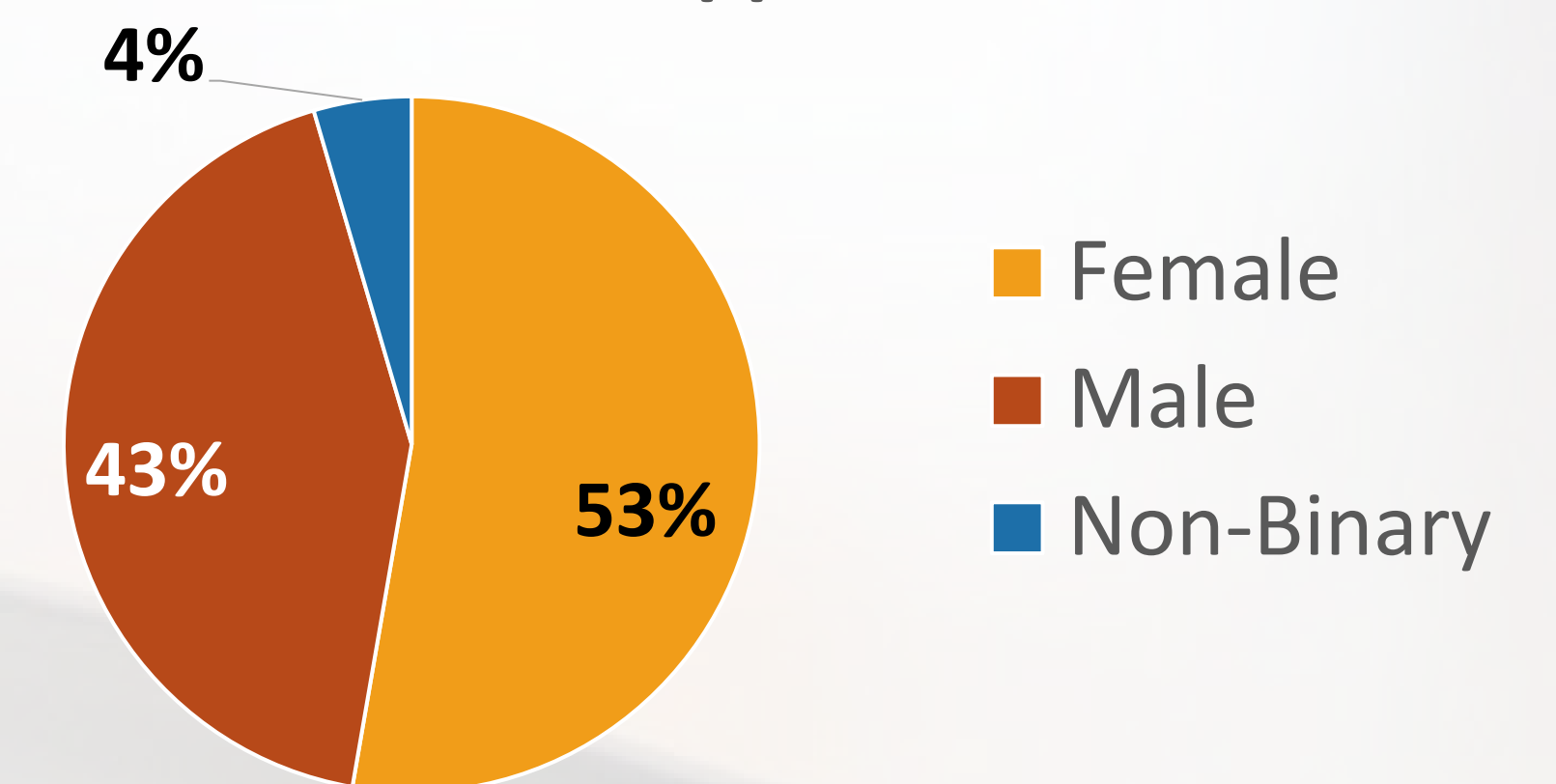
Searching for Diversity

Example Interview Questions:

- How would you advocate for diversity, equity, and inclusion?
- If you were the successful candidate for this position, how would you help develop a sense of belonging for patrons from diverse communities to this university?
- Please describe how you would further your development in diversity, equity, and inclusion work to create a more welcoming and inclusive campus environment?
- How would you advocate for diversity, equity, and inclusion with colleagues who may not understand its importance?