



**DEI Development Program for Faculty Searches**  
**Step 3 Session**  
**Facilitator: Peony Fhagen, PhD**

Step 3 Goals:

- Identify potential DEI challenges in the interview process
- Understand what affinity bias is and how it can affect the interview process
- Develop an effective interview process that includes useful interview questions and avoids inappropriate interview questions
- Use strategies that decrease bias when evaluating candidates who have been interviewed for the position
- Consider equity challenges during the negotiation process

Pre-Session work:

- Watch Step 3 presentation
- Read sections V and VI in your guidebook.

Session Discussion Questions:

1. What are your goals for the interview process for your candidates on the short list and your final candidates?
2. Has affinity bias shown up in past faculty searches? If so, provide examples.
3. How will your search committee decrease affinity bias in the interview process?
4. What strategies will you use in your interview processes to increase inclusivity and equity?
5. What strategies will you use to decrease bias when evaluating candidates?
6. Do you think it would be effective to provide candidates, who are being extended an offer, with a document that lists the components that can be part of the negotiation process discussion? Why or why not?