



DEI Development Program for Faculty Searches

Step 2 Session

Facilitator: Peony Fhagen, PhD

Step 2 Goals:

- Understand what it means to be an antiracist institution and an antiracist person
- Understand the characteristics of bias
- Expand skills to regulate individual bias using broader beliefs and attitudes about DEI/antiracism
- Incorporate strategies for decreasing bias and increasing equity and inclusion in the applicant review process, from general applicant pool to a short list of candidates

Pre-session work:

- Watch Step 2 presentation
- Read sections III and IV in your guidebook.

Session Discussion Questions:

1. Has your committee established its ground rules?
2. Of the strategies suggested for regulating bias on an individual level, which are you using and how are they helping you regulate your bias?
3. As a committee, have you had an opportunity to discuss assumptions and bias with each other since session 1? If so, what did you discuss and how did the discussion(s) go?
4. Of the strategies suggested to decrease bias and increase equity and inclusion when reviewing applicant materials, . . .
 - a. which have you used in previous faculty searches?
 - b. which do you think will be the most helpful and why?
 - c. which do you think will be difficult to incorporate and why?
5. What is your search committee's applicant review process plan?
 - a. Did you finalize the list of criteria, along with rank order, for each round of review?
 - b. What rubrics will you be using? Are using existing rubrics as templates or making your own?
 - c. How is the review process work being divided between committee members?
 - d. What is the committee's decision process for selecting applicants to move forward from minimum qualifications to long list to short list?