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DEI Development Program for Faculty Searches

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For Equity, Inclusion, &
Faculty Development

Step I: DEI & Job Description

Step II: Reviewing Applicants

Step III: Interviewing, Campus
Visits, Evaluating Candidates

Step IV: Welcoming New
Faculty & Retention





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DIVERSITY

of people,
perspectives



EQUITY

in policy, practice
& position



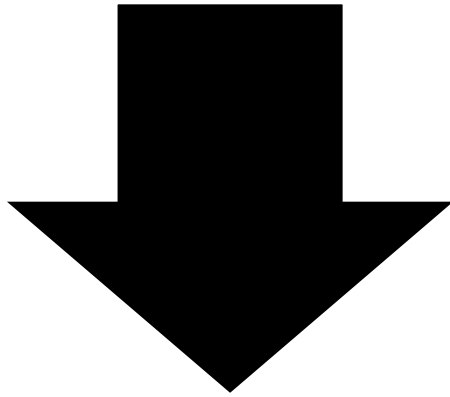
INCLUSION

via power, voice &
organizational culture





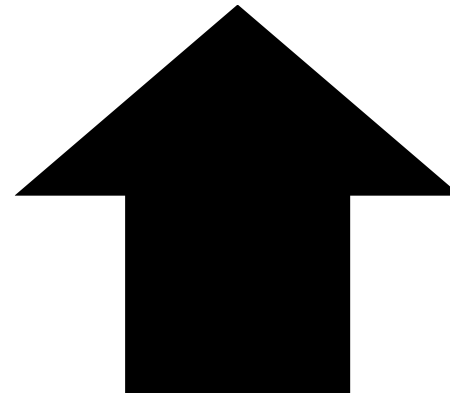
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to increase the
use of strategies
that promote
DEI throughout
the process



to decrease bias





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How do we define diversity, equity, and inclusion?

What does compositional diversity look like among faculty, nationally and at Colorado College?

What is bias?

What is the relationship between bias, categorizing, generalizing, & stereotyping?

What does research tell us about bias and the search process?

How do you attract a diverse candidate pool?

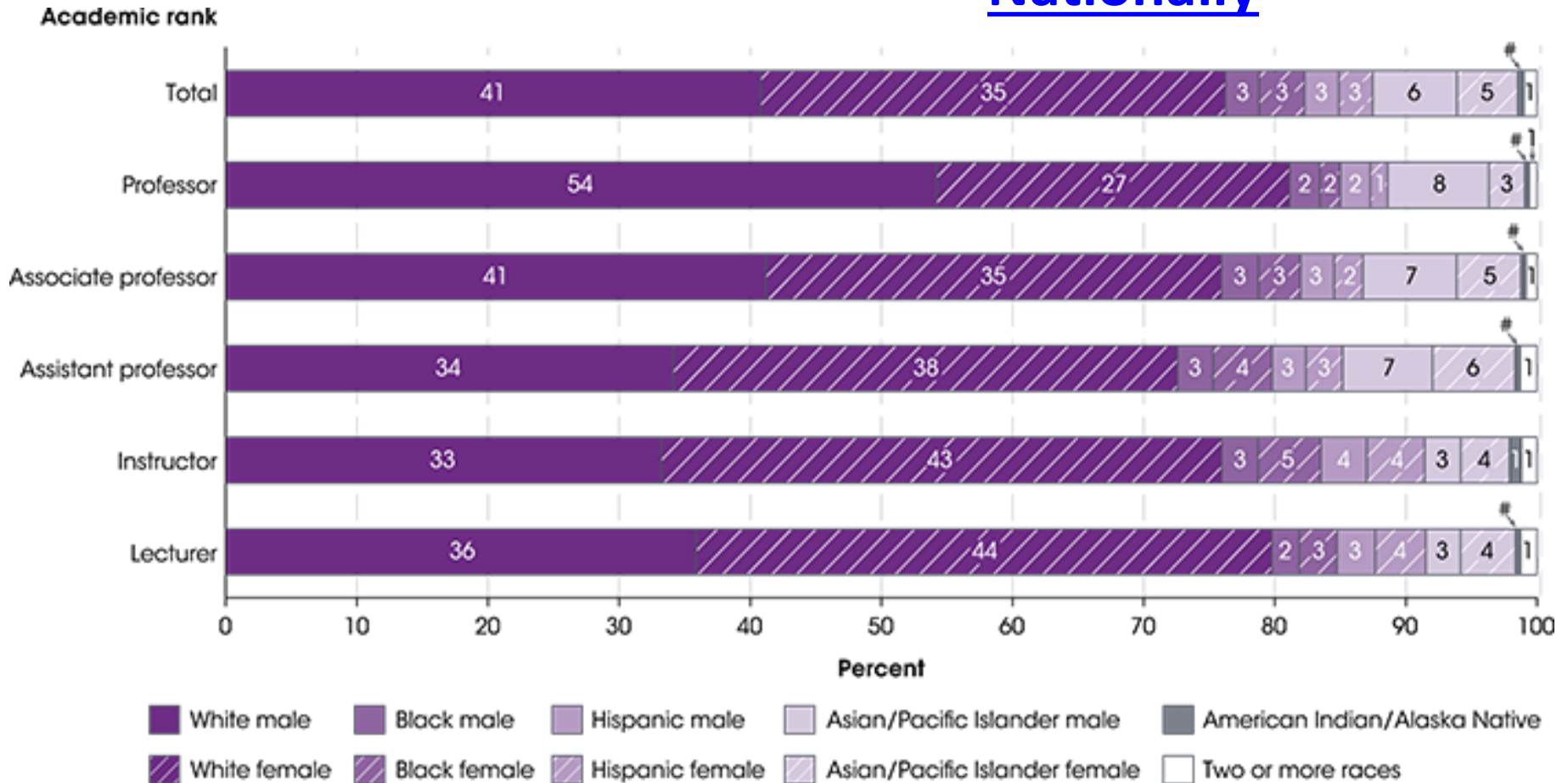
How do you create a position description that encourages a diverse candidate pool?





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Diversity among Faculty at Colleges Nationally





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CC Faculty & Student Diversity based on Dashboard Stats

Racial/Ethnic Label	Faculty	Students
American Ethnic Minority (Count of races selected by constituent)	28.8%	24.6%
Asian	25	346
Hispanic	24	212
Black/African American	13	116
American Indian/Alaskan Native	6	52
Native Hawaiian/Pacific Islander	0	18
White	66%	65.4%
International	1.9%	8.4%
Unknown	3.3%	1.7%



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Percent of
"American Ethnic
Minority" Faculty &
Students at CC since
2012-13 based on
CC's Dashboard
Stats

Year	Faculty	Students
19-20	28.8	24.6
18-19	23.7	24.3
17-18	24.3	24.3
16-17	22.6	25
15-16	20.4	26.3
14-15	19	24.3
13-14	18.6	22.9
12-13	18.3	19.8



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**Resistance
to Diversity
in the
Academy**

Marybeth Gasman



“The reason we do not have more faculty of color among college faculty is that we do not want them. We simply don’t want them”.



Excuses:

Diversifying sacrifices quality.

We want to diversify, but we have a pipeline issue.





Motivators for Change in Practices & Policies

- *Pragmatic Justification*: Diversification of faculty has not kept pace with diversification of students and that needs to be remedied.
- *Institutional Strategic Plan*: DEI is part of the institutional Antiracism plan. One of the priorities is to recruit and retain faculty with minoritized and marginalized identities and/or who focus on studying topics related to minoritized and marginalized peoples.
- *Educational Imperative*: Students are better prepared to lead in a multicultural world when they are exposed to varying perspectives that comes from having a diverse faculty.



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**What
is
bias?**

Beliefs/Attitudes

Assumptions

Judgements

Expectations

Preferences

Automatic
Responses





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What is the relationship between bias, categorizing, generalizing, & stereotyping?

- **Overestimate the height of men and underestimate the height of women.**
- **African American men rated more athletic than White American men.**
- **Mediocre White American candidates would get the job over mediocre African American candidates.**
- **Vocabulary definitions rated lower if provided by African Americans over White Americans.**



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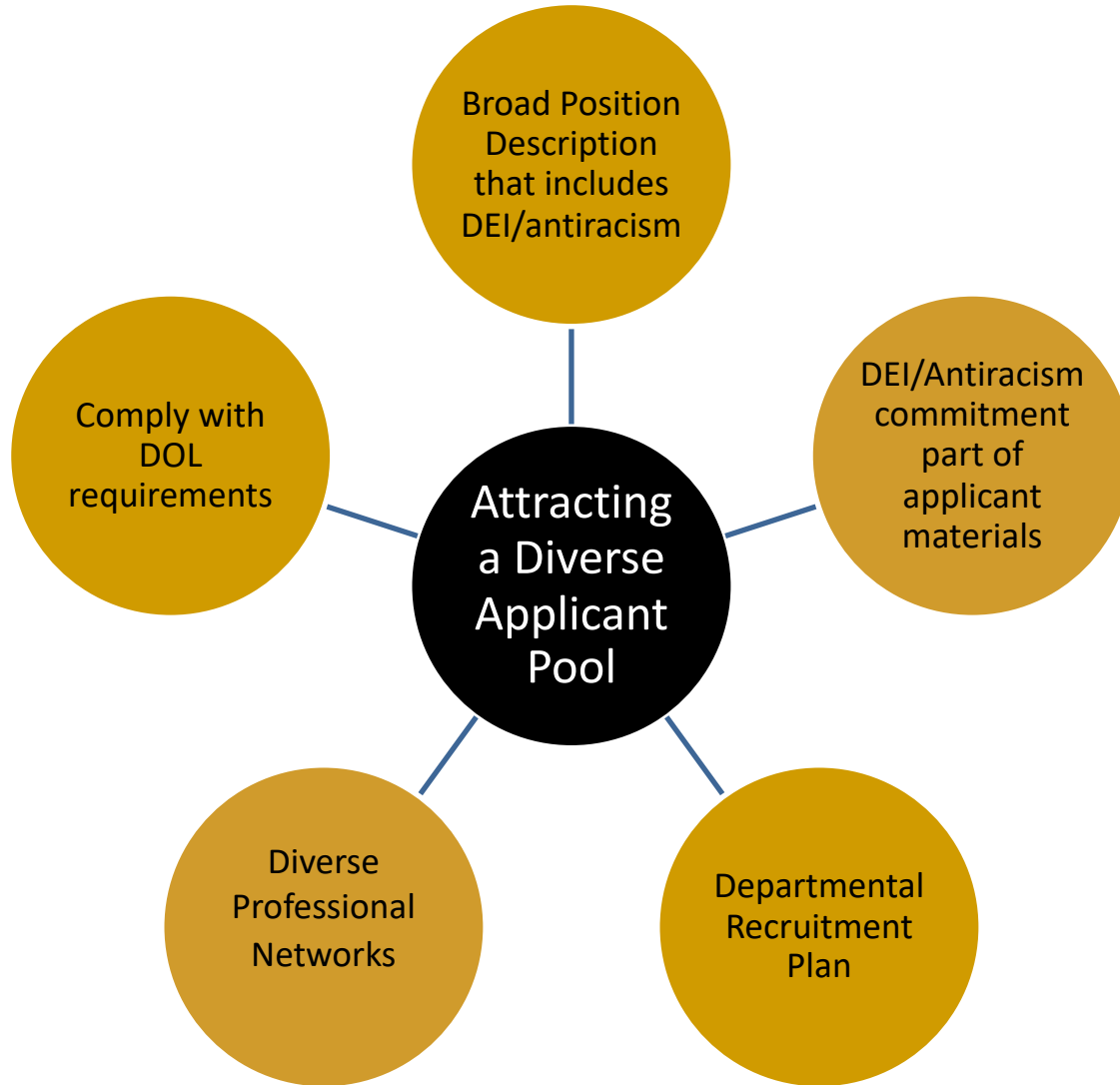
**What does
research tell
us about bias
and the
faculty
search
process?**

- Could have higher expectations for marginalized scholars
- May believe that status of institutions & recommenders yields better candidates.
- May misattribute success/work of marginalized scholars to colleagues or circumstance.
- May believe that having a family and being a female is an impediment to doing a job and doing it well.
- May believe that aggression and competition are necessary for good leadership
- May ignore other leadership skills such as collaboration, cooperation, and communication skills.



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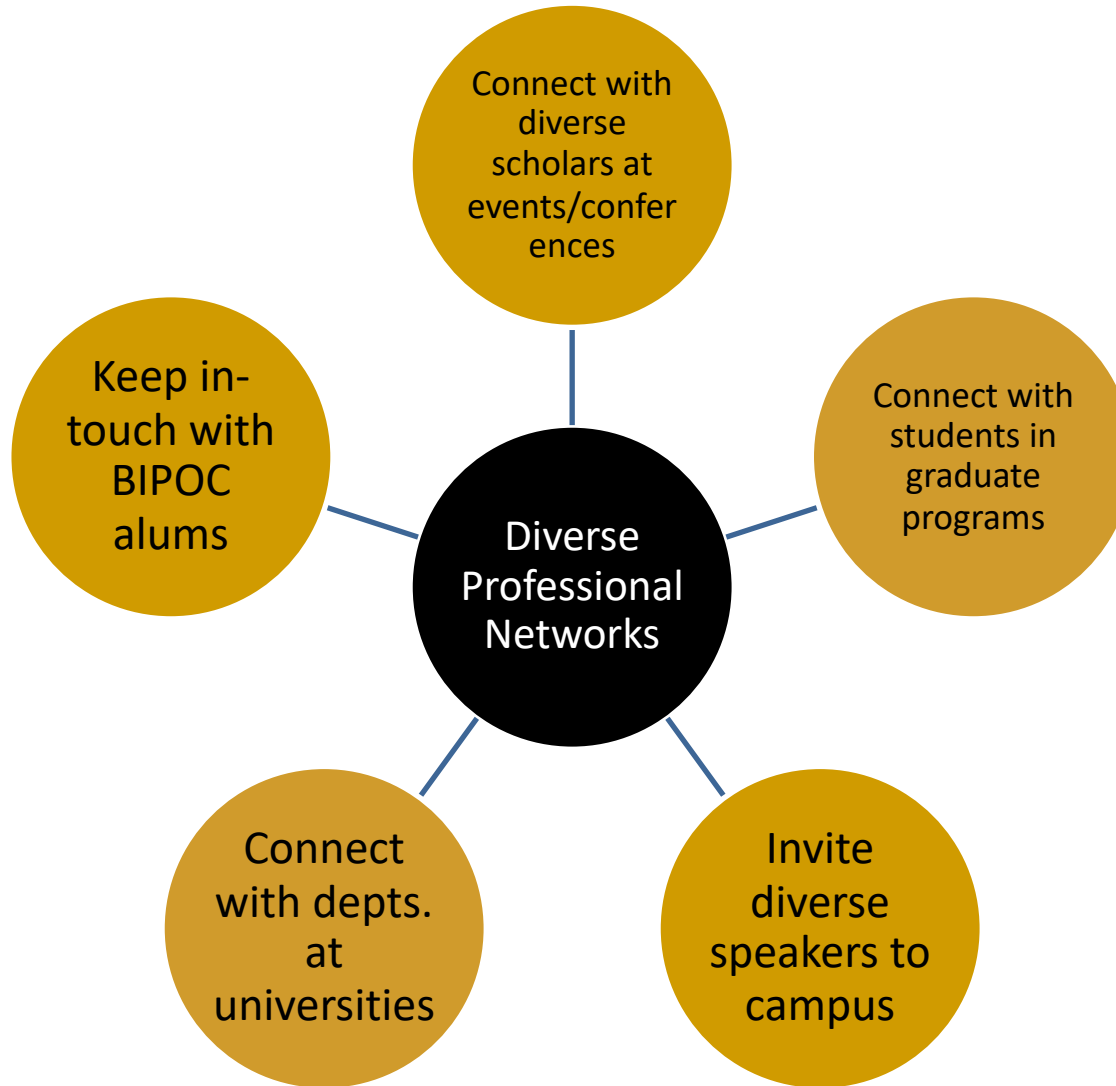
Strategies for Attracting a Diverse
Applicant Pool





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Strategies for Developing Diverse
Professional Networks





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- Desired scholarship/Experience/Disciplinary background/Expertise
- Required vs. **Preferred**
- Must vs. **Should**
- Gender neutral language (**accomplished, successful, committed**)
- Should include a statement like:
 - Colorado College strives to be an antiracist community supportive of diverse perspectives and identities through inclusive and equitable institutional practices. Candidates should describe in their application how they will support the College’s antiracist initiative and their commitment to diversity, equity, and inclusion, through their teaching, scholarship, and service.

The Job Description





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**Suggested
Activity and
Reading for
Step 2 of
the Search
Process**

- [Take IAT Tests](#)
 - Race, Gender, Sexual Orientation, Disability
- Read Sections III and IV in "Searching for Excellence & Diversity: A Guide for Search Committees" by Eve Fine & Jo Handelsman