Cluster & Cohort Hiring
3 Models, Opportunities, and Challenges

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Cluster Hiring within a single department or program

RECENT EGS.:
Biology: open search by field and rank;
Psychology open search-2 Assist. Professors, 1 Associate
History: 3 Assist. Professors of Race in U.S. history

STRUCTURES & BEST PRACTICES:
A Single Hiring Committee; Energetic outreach;
Dept. discussions on interview structure & candidate
assessment criteria; implicit bias; etc.

BENEFITS:
Instantly expands strength in a particular sub-field/discipline and greater likelihood of a true cohort (collaborations, shared experience, mitigate isolation)
Dramatically enhance diversity & research excellence, curricular strength, mentorship.
Cluster Hiring Across Multiple Units in an Interdisciplinary Field

RECENT EG: LatinX Studies search [11 departments across social sciences and humanities]

CHALLENGES: Fostering collaboration vs. competition; highlighting College-wide/University goals while addressing department level priorities

BENEFITS: Enhance diversity & research excellence, curricular strength, mentorship, in growing interdisciplinary field; including 11 departments
Cluster / Cohort Hiring to Enhance Faculty Diversity at Large

EG: STEM Cluster Hire [8 departments & programs] generated over 1,000 applicants; goal of 2 TT, 2 LT hires; broadened to 6 including subsequent hires that emerged from this pool.

CHALLENGES: Initial debate over ‘best scientist’ vs. ‘diversity.’ Collaboration vs. competition at the department and program level. Fostering ‘cohort’ when hires are diffused.

BENEFITS: Forming individual search committees in each unit fostered greater local investment (at all ranks including grad students & postdocs) and momentum.

Convening all 8 STEM search committees to discuss best practices. Generating enthusiasm, 'buy-in'. Springboard for each science program to adopt & improve these approaches in all subsequent searches.
Ongoing steps...

Fostering a culture and climate of
Active inclusion
Engagement
Collaboration
Leadership