

# Cluster & Cohort Hiring 3 Models, Opportunities, and Challenges

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# Cluster Hiring within a single department or program



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## 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



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# Cluster / Cohort Hiring to Enhance Faculty Diversity at Large



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**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