Is cohort recruitment the right action?

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Institutional Change Research and What We Know About Faculty Diversity

- Look beyond the pipeline—a comprehensive review of current literature and a model for faculty diversity derived from research.

Institutional Change Research and What We Know About Faculty Diversity

KEY TRANSITION POINTS
• Recruitment
• Hiring or matriculation
• Promotion & tenure, candidacy
• Retention and completion

CAREER AND PROFESSIONAL DEVELOPMENT
• Performance evaluation and feedback
• Mentoring and advising
• Career advancement
• Professional development

FLEXIBILITY AND CAREER BREAKS
• Family and other breaks
• Flexible work conditions (including flexible undergrad timeline)
• Caregiving support
• Effects of breaks and caregiving on evaluation

CLIMATE, CULTURE, DEI POLICIES
• Institutional engagement with legal anti-discrimination policies; sexual and other harassment and assault
• Education, encouragement, open discussion
• Climate assessment
• Workload...and much more
What do faculty cohort recruitments address?

KEY TRANSITION POINTS

- Recruitment
- Hiring

Why is your campus considering faculty cohort recruitment as an action?
Model for meaningful change

Use of suites of interventions vs. isolated interventions

From Understanding to Action

Holistic assessment of multiple barriers to DEIA to support systemic transformation

Sea Change Phases
The SEA Change process is designed as a virtuous cycle of iterative improvement.
SEA Change Criteria & Guidelines for Self-Assessment and Action Planning

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Interventions are Important Pieces of the Systemic Transformation Puzzle

• Each picture of institutional context is different
• Need to look at the full picture before focusing on a specific area
• Each piece is vital to the picture
• A puzzle is not made from a single piece
QUESTIONS?

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Reactant

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Debrief and Closing

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