NIH Scientific Workforce Diversity Seminar Series

#SWDSS

Is cohort recruitment the right action?

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American Association for the Advancement of Science (AAAS)

Wednesday, February 23, 2022

National Institutes of Health

Office of the Director

Chief Officer for Scientific Workforce Diversity

Institutional Change Research and What We Know About Faculty Diversity

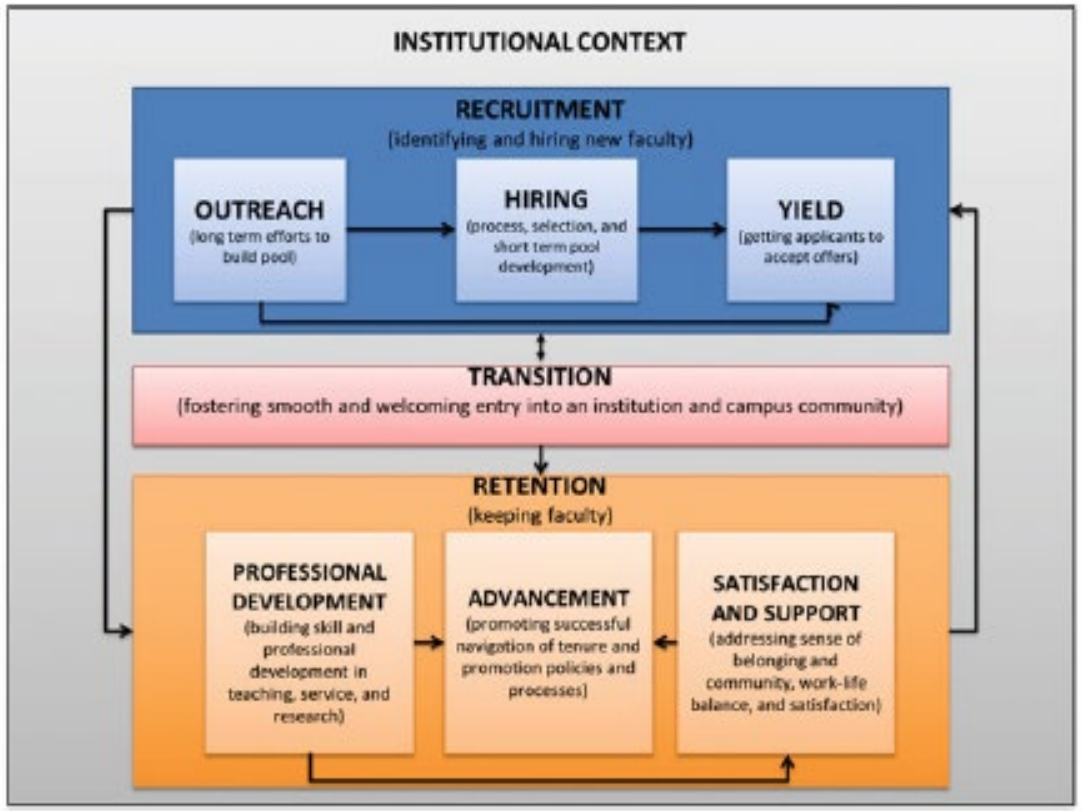


Fig. 1 The Institutional Model of Faculty Diversity

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

Griffin K.A. (2020) Institutional Barriers, Strategies, and Benefits to Increasing the Representation of Women and Men of Color in the Professoriate. In: Perna L. (eds) *Higher Education: Handbook of Theory and Research*, vol 35. Springer, Cham. https://doi.org/10.1007/978-3-030-31365-4_4

Institutional Change Research and What We Know About Faculty Diversity

KEY TRANSITION POINTS

- Recruitment
- Hiring or matriculation
- Promotion & tenure, candidacy
- Retention and completion

FLEXIBILITY AND CAREER BREAKS

- Family and other breaks
- Flexible work conditions (including flexible undergrad timeline)
- Caregiving support
- Effects of breaks and caregiving on evaluation

CAREER AND PROFESSIONAL DEVELOPMENT

- Performance evaluation and feedback
- Mentoring and advising
- Career advancement
- Professional development

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?

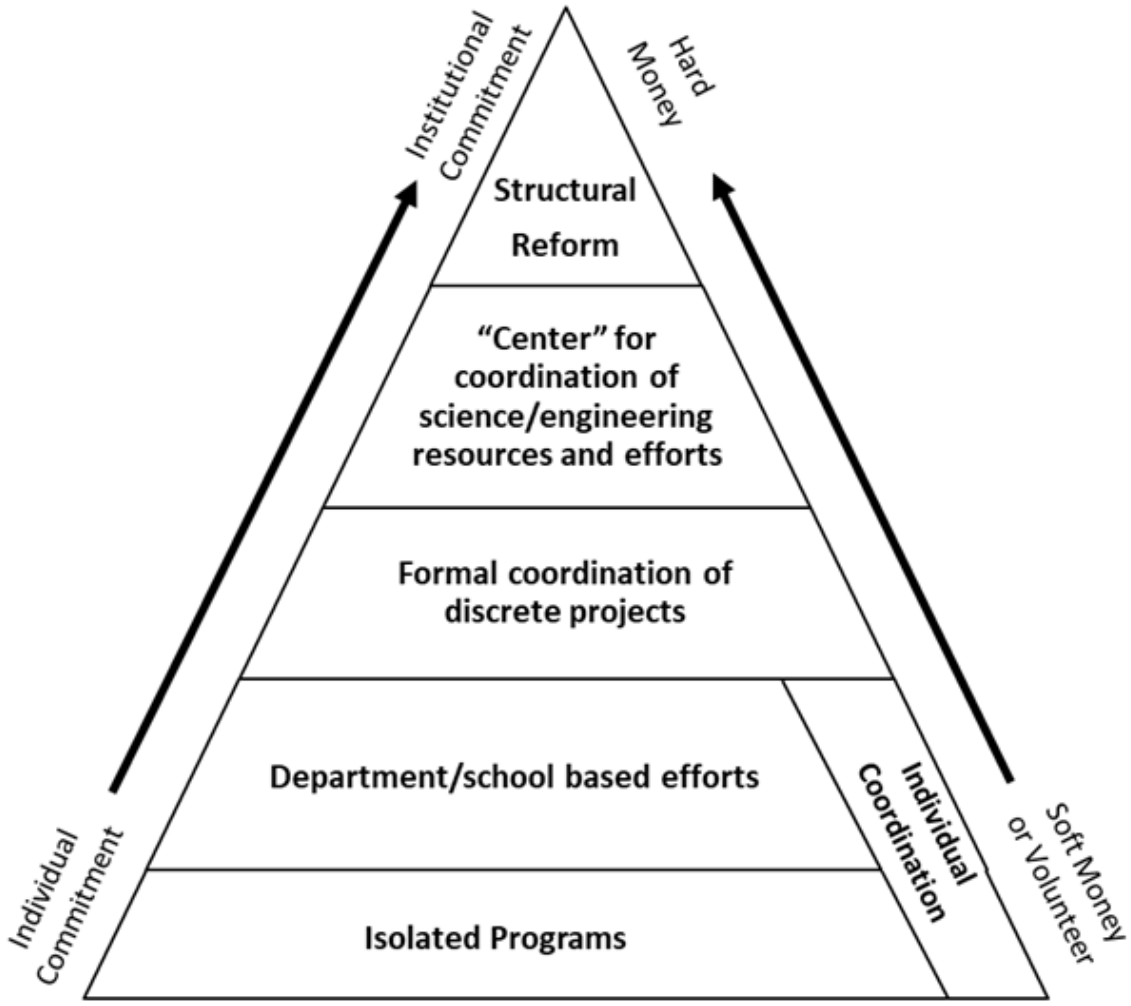
KEY TRANSITION POINTS

- 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



Matyas, M.L., and Malcom, S.M. Women, Minorities, and Persons with Physical Disabilities in Science and Engineering. American Association for the Advancement of Science, 1991.

From Understanding to Action

Holistic assessment of multiple barriers to DEIA to support systemic transformation

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SEA CHANGE

https://seachange.aaas.org

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SEA CHANGE
BIOMEDICINE

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SEA CHANGE
INSTITUTIONAL
BRONZE AWARD

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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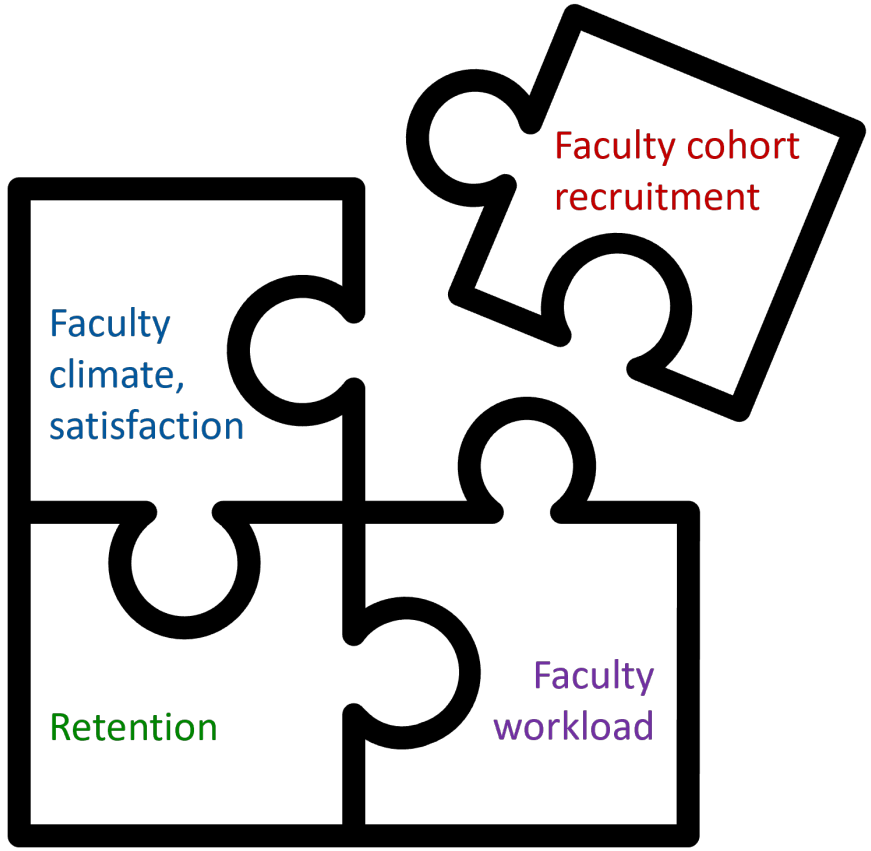
Interventions are Important Pieces of the Systemic Transformation Puzzle

- 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

Marie A. Bernard, M.D.

Chief Officer for Scientific Workforce Diversity

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