

To: COFA faculty members

From: Dean Doug Dempster 

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Subj: Diversity in Faculty Searches and Hiring

Date: November 20, 2020

My thanks to all the faculty search committees that have given so much attention and effort to striving for greater diversity among our candidates and finalists in faculty searches.

Despite these truly conscientious efforts, the college's career faculty (T/TT and career NTT) remains persistently majority male (55%) and more racially and ethnically homogenous than the university as a whole (80% White only as compared to 76% university-wide). As a faculty we are also more predominantly White than our undergraduate population (46% White only), and even more out of proportion to the ethnic demographics of the State of Texas.

While the college does not pursue quotas in our searches, we do strive for a faculty that reflects more approximately the ethnic, racial and cultural diversity of the region in which we live and out of which our student population grows. We're learning from experience what does and doesn't work in our efforts to diversify our search efforts. We have a long way yet to go.

With the goal of hiring the very best faculty, the following will be the new policies and procedures for faculty searches in the College of Fine Arts:

Prior to posting the job

- Draft job postings<sup>1</sup> will be reviewed by the Fine Arts Diversity Committee for comment before the search request is submitted to the dean's office. Do so by writing to [Melva Matthew](#).
- All applicants will be asked to include in their letters of interest a statement<sup>2</sup> on their contributions to diversity in climate and programs.
- [Search requests](#) must include an advertising and outreach plan<sup>3</sup> that describes how the committee will encourage a diverse applicant pool.
- Search committees should include one member designated as the Diversity Advocate.
- Search requests will be approved by the Associate Dean for Diversity, Equity, and Inclusion.

Prior to reviewing applicants

- All search committee members are required to attend the [Faculty Search Committee Workshop](#).
- Search committees are required to have an informed discussion about implicit bias<sup>4</sup> and the criteria<sup>5</sup> that it will use to evaluate applicants, then submit a written report to their chair/director that summarizes their discussion of implicit bias, including materials presented and non-discriminatory evaluation criteria chosen.

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<sup>1</sup> See OIE's [Recruitment Toolkit](#), page 7 for guidance on writing inclusive job postings, and see the college's [Faculty Home website](#) for examples.

<sup>2</sup> See [UCLA's guide](#) for help writing and examples of diversity statements.

<sup>3</sup> See OIE's [Recruitment Toolkit](#), page 9 for guidance on advertising and developing a diverse applicant pool and see pages 4-5 for guidance on networking strategies prior to beginning a search.

<sup>4</sup> See Harvard University's [Project Implicit](#) for research on implicit bias.

<sup>5</sup> See OIE's [Recruitment Toolkit](#), pages 6 and 7 for guidance on inclusive evaluation criteria and methods.

Prior to scheduling in-person interviews

- Short lists must be approved by the dean, and are expected to include, relative to the department or school demographics, one candidate of gender under-represented in the department and one candidate of a race or ethnicity underrepresented in the department.
- The list of finalists and the search process no longer need to be reviewed by the Fine Arts Diversity Committee.

For more detailed information, please review the college's [policies and resources for faculty recruitment](#).