Points for Discussion:

- Preface
- The bottom line
- Best practices:
  - The pool
  - Unintentional bias
  - High touch interviews
- Resources
- Questions and discussion
Preface:

- EO Office has primary oversight of the search process.

- Best faith effort counts.

- Resources:
  - AdvanceVT
  - Dean’s and Provost’s Office
  - EO Office
The bottom line

- Catalyst study:

  Gender diversity and financial performance for 353 Fortune 500 companies (5 industries, 1996-2000):

  Companies with highest representation of women on their top management teams had

  - 35.1% higher ROE (return on equity)
  - 34.0% higher TRS (total return to shareholders)

  than companies with lowest representation of women.
The pool: women

2001: 13.4% of doctorates were awarded to women
10.5% of postdocs were women
The pool: minorities

Doctorates awarded to U.S. citizens in Physics

2003: 0 Am. Indian/Alaskan       38 Asian/ Pacific Isl.
      12 Black                            20 Hispanic

advance VT
Faculty searches: the challenges...

- Conduct searches thoroughly and professionally.
- Attract outstanding candidates.
- Give women and ethnic minorities fair consideration.
- Construct a competitive and affordable offer.

“It did help that there are two other women in my department, that played a big role actually, because at the other schools I interviewed at, I would’ve been the first and only woman......I felt like I didn’t want to be the first woman in a department at other schools...”

2004 S&E Hire
… and how you meet them:

- Cast the net broadly.
- Review dossiers carefully.
- Conduct a candidate-centered, “high-touch” on-campus interview.
- Follow up after the interview.
Unintentional bias

🔹 Whose vita is more impressive?
   (Steinpreis, 1999)

🔹 What do these reference letters tell us?
   (Trix & Psenka, 2003)

🔹 Who is more productive?
   (Wenneras & Wold, 1997)

🔹 We will never be able to attract this person!
   (Smith, 1996)
The interview

- Equitable AND customized
- Request candidate input
- No illegal questions
- Sell your department, VT, and Blacksburg
- How to approach sensitive issues
Follow up with your candidates

- Clarify communication paths:
  - Department
  - Candidate
  - Dean
  - Department Head
  - Search Committee

- Chocolate works!

“The sense that I got, not just from what we worked out, but from the way the conversation went was that the chair was committed to doing what it took for me to be productive here, that attitude was very important to me.”

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Family status of tenured professors

Women
- Married & Children: 26%
- Married, no children: 11%
- Single & children: 19%
- Single, no children: 44%

Men
- Married & Children: 11%
- Married, no children: 4%
- Single & children: 15%
- Single, no children: 70%

Chronicle of Higher Education, December 5, 2003
Resources

- AdvanceVT/OEO “Bias Brochure”
- NSF statistical reports and tables
- Hiring guidelines:
  http://www.oeo.vt.edu
- Resources for prospective faculty:
  http://www.provost.vt.edu/Resources.html
  (Dual career guidelines are here!)
- Dual Career Office: Beverlyn Samuels
  <bsamuels>, 231-7748

Good luck!