

TRANSFORM RECRUITMENT @ UTRGV

COMMON MISCONCEPTIONS

“There’s nothing we can do to change the applicant pool - we post the ads and we get who we get.”

Not true! Job ad creation, advertisement venues, and personal outreach can greatly impact the diversity of an applicant pool.

“Focus on diversity comes at the cost of quality.”

UTRGV is committed to hiring the most qualified applicants; ensuring that the applicant pool is diverse gives search committees a greater opportunity of finding the very best.

“I am perfectly objective when assessing candidates and judge only on quality.”

Numerous studies have shown that unconscious, unintentional, and implicit biases affect even those who are deeply committed to equality. Educating yourself about implicit bias can help to combat its effects.

“I would love to recruit more diverse faculty, but because there are so few of them, we can’t find them.”

Be proactive in searching through directories of women and minority faculty and Ph.D. candidates/recipients, such as the SACNACS member directory, the Association for Women in Science, the Society of Women Engineers and others; use your professional networks.



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ACHIEVING DIVERSITY & EXCELLENCE IN FACULTY RECRUITMENT

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ADVANCE Institutional Transformation at
The University of Texas Rio Grande Valley

RECRUITING A DIVERSE FACULTY

RESOURCES & SUPPORT FOR EVERY STAGE OF THE RECRUITMENT PROCESS

1 FORMING THE COMMITTEE

- Ensure diversity on all search committees
- Get informed! Learn about academic recruitment issues, implicit bias, and effective recruitment strategies for diversity
- Get trained! Attend search committee training on how to recruit the best, most diverse pool possible
- Share your knowledge! Collaborate with other departments and committees to learn best practices

2 CRAFTING THE JOB DESCRIPTION

- Define the position as broadly as possible to attract a larger pool of applicants
- Emphasize UTRGV's commitment to diversity and inclusion include information about the ADVANCE program
- Ask applicants to describe their experience mentoring women, minorities, or other members of underrepresented groups

3 ADVERTISING & OUTREACH

- Advertise widely! Post advertisements in venues that target women and minorities
- Be proactive and use your Networks! Attend conferences, reach out to your colleagues, and spread the word about UTRGV's initiatives and openings

4 VETTING & INTERVIEWING

- Use holistic criteria or rubrics when reviewing applications; don't depend solely on publication numbers or the perceived prestige of a program
- Be aware of gender-coded language in letters of recommendation and focus on inclusion rather than exclusion of applicants
- Take advantage of ADVANCE funding to bring additional candidates to campus for interviews
- Tell all candidates about family-friendly climate/policies, support and opportunities at UTRGV
- Ensure candidates meet with a diverse cross-section of faculty, including members of the Women's Faculty Network

5 MAKING THE OFFER

- Use ADVANCE funding to enhance start-up packages, including equipment, travel and GA support
- Be proactive and make competitive offers

For more information, go to
www.utrgv.edu/advance/recruitment

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