Hiring and/or Admissions Policies for University/Organization - URGE Deliverable

This is what was found by NCSU FER Grads at North Carolina State University on Hiring and/or Admissions Policies, as well as what the pod would propose to change and improve.

For this deliverable we reflected on our experiences with the graduate admissions process and gave some feedback/questions to consider on some current recommendations for changing our departmental hiring practices.

Faculty hiring and Recruitment

- Acknowledge that students/faculty of color are not just historically underrepresented, but currently underrepresented
- Bring in staff and faculty with experiences outside of academia
- Face-to-face relationship building at conferences etc, not just when actively recruiting
- University blinding on applications- not just saying you won’t give extra weight to this
- How will adjustments for life experience be made?
- For publications- how will rubrics be used to evaluate low publication volume with high emphasis on JEDI vs high publication volume with low emphasis, etc? Will you quantify an appropriate amount of publications for years active before beginning scoring projects, so that all committee members are using same evaluation criteria and agree on this number?
- Same as above for grant funding
- Do awards come with compensation?
- Any bonuses for tenure track evaluations? More accountability measures?
- We need senior faculty cheerleaders- plan for their recruitment, who are those people in our department?
- How will we define underrepresented groups?
- Where are more resources (funding) available for departmental focus on DEI hiring, awards, etc?
- Bonuses for academic work directly helping communities of color?
- Recognition/fostering of long-standing relationships between communities of color and our department- stronger ties to academia
- What are norms that can be used to influence tenured faculty into caring/ wanting to make change?
- Advertise to candidates- why diverse candidates would want to be at NC State? We need to sell ourselves as much as candidates should have to sell themselves
- How will the hiring process be reviewed or audited in the future? Will any monitoring be done to ensure changes to recruitment and retention are effective?
Ideas for graduate admissions:

- Do not require or accept GRE scores with applications.
- Remove undergraduate universities from applications, to limit passive bias against more diverse institutions/HBCU.
- Make admissions routines explicit, and let undergraduates and prospective students know what that is. Standardizing this for professors can also work to limit bias. This could involve known rubric-base evaluations, to limit professor bias.
- Establish graduate school advocates (preferably paid) to help aid students across barriers
  - Providing input material and advocacy as to what the process entails and how to move through it.
  - Teach how to evaluate mentors
  - Can also be expanded to career advice. Could also be someone to provide resources on the job market process.
  - The added importance of a career track with a name.
  - Beyond having role models for people, having third parties for people on hiring committees.
  - Work to help undergraduates learn what is valued in grad admissions—undergrad research, real-world experience, passion, etc. vs just high GPA and GRE. Define success in grad school. Explain the careers of successful grads in our dept, the jobs they get, and where they are now.
- Publicly disseminate funding opportunities, pay rates
- Provide structure for Professors in hiring
  - Provide training as to how to hire for DEI
  - Provide rubrics for hiring, to be included in faculty DEI evaluation. What steps were taken to hire from a diverse pool of candidates
  - Equity checks at all stages of hiring process where discretion is involved
  - The college should pay for access to minority listservs to broaden the recruitment.
  - Ask professors to audit their interactions with prospective graduate students; emails responded to, posted advertising, efforts to reach out on open positions. While correspondence between professors and students is a great way to make connections and gain an understanding of the potential work, it is important that this is equitably provided.
- Recruit with equity. Applications to programs (before fee) and then matching with potential fits (research and funding) could be useful for potential graduate students. Eliminate fees for application, or offer generous fee waivers.
- Pay graduate students more. A key limit to attending graduate school is the extensive work required at sub-market wages. This inherently courts those with the family wealth to limit their earning for multiple years.
- Provide flexibility to professors in the graduate school process to think of graduate students as an education process rather than as strictly a hire.
- More representation from people outside academia- admissions committees, guest speakers, career counselors- make options clear to under-grads, grads- mentoring (peer and outside academia, along with academic advisor)
- Better writing prompts in essays