This is what was found by LU Geoscientists at Lawrence University on Hiring and/or Admissions Policies, as well as what the pod would propose to change and improve.

Note: We acknowledge this information is not always accessible to students and even staff. If you do not have access to this information, please reflect on your own experience and outline what admissions and/or hiring should be like to foster a diverse and inclusive community.

- What EEO (Equal Employment Opportunity) statement\(^1\) is included in a standard job or admissions advertisement? Are there other inclusion statements and resources publicly available\(^2\)?
  
  Nondiscrimination and Equal Employment Opportunity Policy at Lawrence University

- Where are advertisements posted or sent? Are there other strategies for reaching applicants for hiring and/or admissions, e.g. job fairs, showcases?
  
  Recruitment for faculty and staff is included in the policy set by the university. This was found in the policy document, “When a hiring manager is considering beginning a new search, they will contact the Office of Human Resources (HR) to request that a Diversity Point Person (DPP) be assigned to assist with the process. Prior to beginning a search, hiring managers will work with staff in HR and their DPP to draft or update a job description for the position in order to establish the classification and salary range.”
  
  Recruitment of the applicants are also set by the hiring manager with some guidelines. A checklist is then consulted which can be found here: Faculty Searches and Diversity Checklist

- What are the requirements for an applicant, e.g. letters of recommendations, fees/test scores\(^3\)/grades? Is providing any of these a potential barrier that could be further lowered or removed? Are there any problematic questions asked?
  
  These are more guidelines and checklists for hiring at Lawrence: President’s Committee on Diversity Affairs – Staff Hiring

- How are applicants/applications evaluated? Is that process and/or rubric\(^4.5\) public? What kind of biases are introduced in this process and what strategies are used to address these, e.g. removing applicant names?
A rubric is not open to the public. Applicants are evaluated using a committee. Our most recent hiring was the new president. The details of the search committee can be found in the question below.

- **Who is on selection committees and who makes the final decisions? Who interacts with the applicants?**
  Lawrence University’s recent hiring of the next President is outlined here: [Presidential Search Process Overview](#) The board of Trustees launched the search committee consisting of 15 other Lawrence members. The final decision was made in March 2021.

- **Has your hiring and/or admissions process been evaluated by outside consultants? What is the process for changing it?**
  We could not find any information regarding outside consultants.

- **Has your university or company implemented or considered strategies like cohort hiring, mentoring, dual career support and partner hires, re-visioning your work culture, or other considerations outlined in “Leveraging Promising Practices”?**
  This was found on the Lawrence webpage regarding how the university has started to think about responsibilities differently: [Responsibility Charting](#)