Hiring and/or Admissions Policies for Texas A&M University

This is what was found by the Thursday Pod at Texas A&M 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 available²?
  - “Equal Opportunity/Affirmative Action/Veterans/Disability Employer committed to diversity”
  - [https://employees.tamu.edu/employee-relations/eeo.html](https://employees.tamu.edu/employee-relations/eeo.html)
  - [http://grad.tamu.edu/Prospective-Students/Commitment-to-Diversity](http://grad.tamu.edu/Prospective-Students/Commitment-to-Diversity)

- **Where are advertisements posted or sent? Are there other strategies for reaching applicants for hiring and/or admissions, e.g. job fairs, showcases?**
  - Hiring: LinkedIn, society newsletters, department website
  - Admissions: Recruitment postings are done on an advisor basis, often sent to listservs like AGU, or AAG, GSA. Grad and undergrad students are generally recruited at conferences, showcases, etc.

- **What are the requirements for an applicant, e.g. letters of recommendations, fees/test scores³/grades? Is providing any of these a potential barrier that could be further lowered or removed? Are there any problematic questions asked?**
  - Hiring: Letters of recommendation, skills/qualifications, teaching statement, research statement
  - Admissions: Letters of recommendation, GRE scores removed,

- **How are applicants/applications evaluated? Is that process and/or rubric⁴⁵ public? What kind of biases are introduced in this process and what strategies are used to address these, e.g. removing applicant names?**
  - Varies from field to field (i.e., geography and geology).
  - Rubrics are not usually public and are kept within the grad admissions committee.

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² [https://careers.whoi.edu/opportunities/diversity-inclusion/](https://careers.whoi.edu/opportunities/diversity-inclusion/)


⁵ [https://www.brandeis.edu/diversity/dei-recruitment-hiring/rubric-for-evaluating-diversity-statements.html](https://www.brandeis.edu/diversity/dei-recruitment-hiring/rubric-for-evaluating-diversity-statements.html)

● Who is on selection committees and who makes the final decisions? Who interacts with the applicants?
  ○ Department graduate committee makes the selection for admission.
  ○ Hiring committee narrows down to top candidates and faculty have a final vote on candidate selection.

● Has your hiring and/or admissions process been evaluated by outside consultants? What is the process for changing it?
  ○ Not evaluated by 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”? 
  ○ Partner hiring, by department
  ○ All new profs in Geog are given and EXTERNAL (to A&M) mentor in their field