Hiring and Admissions Policies for Stanford University and Stanford School of Earth, Energy, and Environmental Sciences

This is what was found by the Stanford Earth System Science pod at Stanford University on Hiring and Admissions Policies, as well as what the pod would propose to change and improve.

- 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\(^2\)?
  - Stanford University EEO pdf

- Where are advertisements posted or sent? Are there other strategies for reaching applicants for hiring and/or admissions, e.g. job fairs, showcases?
  - Stanford has a website for open faculty positions, which is organized by school. Currently, there are no faculty positions listed for the School of Earth.
  - Stanford AcademicJobsOnline.org. Here’s a recent example: 2021 job post

- 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?
  - Requirements for faculty:
  - Requirements for ESS graduate applications: letters of recommendation, fees, statement, transcripts

- 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?
  - There is no publicly available rubric, but I do know that some faculty who lead the review committees do create rubrics

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5. 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?
- Administrators and faculty serve in committees. Faculty make final graduate admissions decisions.

Has your hiring and/or admissions process been evaluated by outside consultants? What is the process for changing it?
- For ESS admissions, Student Services reviews process—which may offer pathway for students to influence process.
- It is unclear to our group whether there is a process for evaluating and/or changing the admissions process; this information is not available to graduate students and postdocs.

Breakout group 2:
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”?
- Stanford University tries to support partner hires by hiring the partners of other recruited faculty and reaching out to other departments to support partner hires for ESS recruits
- There is an ESS faculty mentor program, where incoming faculty are paired with one senior faculty member
- Unclear if there is any formal re-visioning of work culture at least at the faculty level; there are some practices in place that “pause” the tenure clock for those who have children
- Stanford University's IDEAL initiative is conducting a cluster hire, searching for faculty who study the impact of race in STEM fields. As part of this effort, Stanford Earth (School level, supports 4 departments) is looking for at least one hire; they “especially seek to attract applications from promising scholars with historically underrepresented backgrounds in traditional STEM fields, as well as in emerging areas of Earth, Energy, and Environmental sciences, including research areas that intersect with societal issues.”

What can your research group change about your website to make the admissions process more transparent?
- Example personal statements
- Positive criteria for selection
(Proposed Group) Exercise: Common group criteria vs Scott’s (advisor's) criteria