

URGE

Unlearning Racism in Geoscience

[Insert Logo Here]

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

This is what was found by [Insert Pod Name] at [University/Organization] 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) statement¹ is included in a standard job or admissions advertisement? Are there other inclusion statements and resources publicly available²?**

- There are statements included in job advertisements. Below is an example from a Future Faculty Postdoctoral Research Associate Fellowship advertisement.

“Texas A&M University is committed to enriching the learning and working environment for all visitors, students, faculty, and staff by promoting a culture that embraces inclusion, diversity, equity, and accountability. Diverse perspectives, talents, and identities are vital to accomplishing our mission and living our core values. The Texas A&M System is an Equal Opportunity/Affirmative Action/Veterans/Disability Employer committed 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?**

- Recently the Department has tried to post advertisements on a wider range of job boards, list serves 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?**

Requirements:

- Letters of Recommendations for graduate students
- There is a \$65 application fee for graduate students that can be waived for McNair Scholars. There is a \$75 application fee for undergraduates that can be waived based on answers from their application.

¹ R. Kelley, 10 Samples of an Effective EEO Statement, blog.ongig.com/diversity-and-inclusion/eoo-statement-samples, (2017).

² <https://careers.who.edu/opportunities/diversity-inclusion/>

³ K. Cobb, #GRExit Resources, <https://doi.org/10.6084/m9.figshare.13215461.v1>, (2020).

⁴ J. Posselt, Inside Graduate Admissions: Merit, Diversity, and Faculty Gatekeeping, <https://www.jstor.org/stable/j.ctvjghw8s>, (2016).

⁵ <https://www.brandeis.edu/diversity/dei-recruitment-hiring/rubric-for-evaluating-diversity-statements.html>

⁶ K. Griffin, J. Bennett, T. York, Leveraging Promising Practices, Washington DC: Aspire Alliance, (2020).



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- Texas A&M University will not require ACT or SAT scores for freshman applicants in the fall or spring of 2021 or 2022.
- The GRE has been removed from requirements for a graduate student applicant as of 2021.

- **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 used. It is not publicly available
 - We believe an external expert would be better suited to identify possible biases introduced by the rubric, as the rubric is created by faculty without expertise in social science/personnel evaluation.

- **Who is on selection committees and who makes the final decisions? Who interacts with the applicants?**
 - Grad Admissions is headed by Fred Chester, and there are a mixture of faculty from rank, discipline. Applicants for grad school largely interact with Fred.
 - For faculty hires, committees change. The chair of the committee interacts with candidates.
 - Grad students are invited to faculty search committees and added on a volunteer basis...? Usually only 1 or 2 grads serve on the committee
 - The students who serve on the committee get to interact with applicants but they don't always get to be a part of the evaluation/decision process (ex: ACES fellowship- grad students who met with candidates and submitted feedback were not part of the actual deciding committee and therefore were not included in the formal evaluation process)
 - Grad students are also invited to serve on dean (college of geoscience) and department head (G&G) search committees and interact with candidates
 - Not sure how heavily they are involved in formal evaluation processes for these

- **Has your hiring and/or admissions process been evaluated by outside consultants? What is the process for changing it?**
 - No

- **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”⁶?**



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- Vaguely considered it. Right now the strategy in hiring, and making a job ad, is crafting one that is open to ALL disciplines. Somehow this is considered a better strategy.