

URGE

Unlearning Racism in Geoscience

Center for Atmosphere Ocean Science at NYU (CAOS-NYU) URGE

Hiring and/or Admissions Policies for CAOS-NYU

This is what was found by CAOS-NYU at NYU 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?**

- By reviewing about 15 job postings in Math + AOS (postdoc, Instructors, faculty and clinical faculty), this is not always the case. Only some of the jobs will have the following statement:

NYU is an Equal Opportunity Employer and is committed to a policy of equal treatment and opportunity in every aspect of its recruitment and hiring process without regard to age, alienage, caregiver status, childbirth, citizenship status, color, creed, disability, domestic violence victim status, ethnicity, familial status, gender and/or gender identity or expression, marital status, military status, national origin, parental status, partnership status, predisposing genetic characteristics, pregnancy, race, religion, reproductive health decision making, sex, sexual orientation, unemployment status, veteran status, or any other legally protected basis. Women, racial and ethnic minorities, persons of minority sexual orientation or gender identity, individuals with disabilities, and veterans are encouraged to apply for vacant positions at all levels.

- For graduate admissions in Math or AOS, there are EEO statements.
- There are no other inclusion statements or resources publicly available on the Math or AOS websites. [Following the URGE session, the AOS PhD page now contains an inclusivity statement.](#)

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

² <https://careers.whoj.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).



Unlearning Racism in Geoscience

- **Where are advertisements posted or sent? Are there other strategies for reaching applicants for hiring and/or admissions, e.g. job fairs, showcases?**
 - Faculty positions are advertised through MathJobs mostly. AOS-Math positions are also advertised through the AGU. For postdoc positions, large societies, mailing lists, and social media are sometimes used.
 - There is no such activity for the PhD program.
 - In the last few months, we have identified several organizations that we can reach out to: National Association of Black Physicists (we have a undergraduate research program jointly with them and the Center for Data Science), National Association of Black Geoscientists, Black in Geosciences, GeoLatinas, American Indian Science and Engineering Society, Society for Advancement of Chicanos/Hispanics and Native Americans in Science,
- **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?**
 - PhD applications in Math or AOS require three letters of recommendation, full academic transcript with grades, and GRE plus GRE subject tests in either math or physics. The non-refundable application fee is \$110.
 - There are no problematic questions.
 - Both the application fee and the GRE test requirement are potential barriers to entry. In AOS we are moving to a holistic evaluation process and are likely to drop the GRE requirement. The Mathematics PhD program is likely not going to drop the GRE subject test requirement. The application fee can be waived under certain circumstances; see <https://gsas.nyu.edu/admissions/gsas-application-resource-center/nyu-gsas-general-application-policies.html#2>.
 - For faculty applications there are no formal requirements or fees.
- **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?**
 - PhD applications in Math are considered by a small committee of faculty members. In AOS all applications are considered by the entire faculty.
 - Neither the process nor the rubrics (if applicable) are public. Following the URGEO session, we are discussing a new set of criteria for evaluation, such as



Unlearning Racism in Geoscience

standardized rubric and specific-program prompts as opposed to a general statement of purpose (as suggested by Abigail Swann).

- As part of the evaluation process, every PhD candidate on our long-list in the AOS PhD program undergoes an informal interview with at least two faculty members.
- The strongest bias is due to test scores, which in Math are used to pre-filter the very large number of applications. In AOS this is less of an issue as we are able to evaluate all applications in detail due to a smaller number of applicants.
- **Who is on selection committees and who makes the final decisions? Who interacts with the applicants?**
 - For faculty positions: the Math department has an “appointment committee” (AC). Who sits on the committee is decided by the Chair of the AC in consultation with our Dean (Courant Director). The AC reviews all applicants, decides on shortlisting and interviews. The AC takes informal input from faculty members. However, the AC committee does not take input from postdoctoral researchers or graduate students. In addition, candidates are not assessed by a diversity committee.
 - For PhD students: in math there is a committee that makes the decisions. In AOS: all faculty are invited to review and discuss the PhD applicants. There are open days for both Math and AOS in which perspective students interact with current students, postdocs, and faculty.
- **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?**
 - Dual career hiring has happened sporadically and informally. The Courant Institute is undergoing an internal review process on departmental environment which touches upon issues related to workplace culture, as well as hiring and promotion. There are no formal mechanisms currently in place for mentoring of new faculty hires, though it has been suggested to the Chair several times in the past two years.