

## **EES @ Lehigh Pod**

### **Deliverable 6 - Hiring and Admissions**

This is what was found by the EES pod at Lehigh University on hiring and admissions policies, as well as future initiatives which might improve diversity and inclusion.

Current initiatives:

The EES Department has been working to transition to more inclusive policies over a few years.

- The GRE was recently dropped as a graduate application requirement.
- The graduate admission process is rubric-based, allowing applications to be viewed more holistically. The department is in the process of adding a new component to this rubric, which examines a student's actions to foster diversity and inclusion. The application is currently being modified to prompt students for these activities.
- Lehigh is involved in the AGU Bridge Program and the GEM Consortium, both of which help to connect graduate students of color with graduate advisors in participating universities
- Several Departmental fellowships are being reserved for underrepresented students through the AGU Bridge Program.
- To fill the most recent faculty opening, an open search was conducted with aggressive advertising in order to garner a diverse pool of applicants. Applications also included a statement on how the applicant would foster a diverse and inclusive educational experience.

Possible future initiatives:

- Building a pre-college pipeline to connect EES with the predominantly Black and Latinx schools which neighbor Lehigh
- Strengthening internal partnerships to attract underrepresented students within Lehigh to the EES department
- Working with the university to create faculty positions for post doctoral researchers